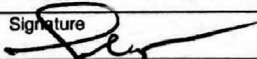


UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
RC PETITION

DO NOT WRITE IN THIS SPACE	
Case No.	Date Filed

INSTRUCTIONS: Unless e-Filed using the Agency's website, www.nlrb.gov, submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located. The petition must be accompanied by both a showing of interest (see 6b below) and a certificate of service showing service on the employer and all other parties named in the petition of: (1) the petition; (2) Statement of Position form (Form NLRB-505); and (3) Description of Representation Case Procedures (Form NLRB 4812). The showing of interest should only be filed with the NLRB and should not be served on the employer or any other party.

1. PURPOSE OF THIS PETITION: RC-CERTIFICATION OF REPRESENTATIVE - A substantial number of employees wish to be represented for purposes of collective bargaining by Petitioner and Petitioner desires to be certified as representative of the employees. The Petitioner alleges that the following circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.			
2a. Name of Employer(s) SEIU-United Healthcare Workers/ Good Health Good Jobs California, joint employers		2b. Address(es) of Establishment(s) involved (Street and number, city, State, ZIP code) 560 Thomas L. Berkeley Way Oakland, CA 94612 5480 Ferguson Drive, Commerce, CA 90022	
3a. Employer Representative - Name and Title Mary Sacramento-HR director Maria Renteria-Executive Director		3b. Address (If same as 2b - state same) SAME AS ABOVE	
3c. Tel. No. 510.251.1250 562.419.5869	3d. Cell No.	3e. Fax No. 510.763.2680 323.888.1121	3f. E-Mail Address msacramento@seiu-uhw.org mrenteria@ghgj-ca.org
4a. Type of Establishment (Factory, mine, wholesaler, etc.) Offices		4b. Principal product or service Outreach to improve healthcare	5a. City and State where unit is located: Oakland, Fresno, Sacramento, Stockton, Commerce, CA
5b. Description of Unit Involved Included: All full-time and regular part-time canvassers, screeners, organizers, date entry employees and office clericals employed by Good Health Good Jobs California jointly with SEIU-UHW through their offices located in Oakland, Fresno, Sacramento, Stockton, and Commerce, California. Excluded: Confidential employees, guards, and supervisors defined in the Act.			6a. No. of Employees in Unit: 23 6b. Do a substantial number (30% or more) of the employees in the unit wish to be represented by the Petitioner? Yes [<input checked="" type="checkbox"/>] No [<input type="checkbox"/>]
Check One: <input type="checkbox"/> 7a. Request for recognition as Bargaining Representative was made on (Date) _____ and Employer declined recognition on or about _____ (Date) (If no reply received, so state). <input type="checkbox"/> 7b. Petitioner is currently recognized as Bargaining Representative and desires certification under the Act.			
8a. Name of Recognized or Certified Bargaining Agent (If none, so state).		8b. Address	
8c. Tel No.	8d. Cell No.	8e. Fax No.	8f. E-Mail Address
8g. Affiliation, if any		8h. Date of Recognition or Certification	8i. Expiration Date of Current or Most Recent Contract, if any (Month, Day, Year)
9. Is there now a strike or picketing at the Employer's establishment(s) involved? <input type="checkbox"/> No <input checked="" type="checkbox"/> X If so, approximately how many employees are participating? _____ (Name of labor organization) _____ has picketed the Employer since (Month, Day, Year) _____.			
10. Organizations or individuals other than Petitioner and those named in items 8 and 9, which have claimed recognition as representatives and other organizations and individuals known to have a representative interest in any employees in the unit described in item 5b above. (If none, so state)			
10a. Name	10b. Address	10c. Tel. No.	10d. Cell No.
		10e. Fax No.	10f. E-Mail Address
11. Election Details: If the NLRB conducts an election in this matter, state your position with respect to any such election.		11a. Election Type: <input type="checkbox"/> Manual <input type="checkbox"/> Mail <input checked="" type="checkbox"/> X Mixed Manual/Mail	
11b. Election Date(s): May 11, 2016	11c. Election Time(s): mail ballot	11d. Election Location(s): mail ballot	
12a. Full Name of Petitioner (Including local name and number) Staff Workers United 2599		12b. Address (street and number, city, state, and ZIP code) 1856 San Clemente St., Fairfield, CA 94533	
12c. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (if none, so state)			
12d. Tel No. 707.410.9968	12e. Cell No.	12f. Fax No.	12g. E-Mail Address jared.mayhugh@gmail.com
13. Representative of the Petitioner who will accept service of all papers for purposes of the representation proceeding.			
13a. Name and Title Hunter Pyle, Union counsel		13b. Address (street and number, city, state, and ZIP code) 428 13 th Street, 8 th Floor, Oakland, CA 94612	
13c. Tel No. 510.663.9240	13d. Cell No. 510.290.9509	13e. Fax No. 510.663.9241	13f. E-Mail Address hpyle@ssrplaw.com
I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.			
Name (Print) Jared Mayhugh	Signature 	Title Union president	Date

WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

1-1663604746

CERTIFICATE OF SERVICE

Employer Name:

Service on the Employer

I hereby certify that on 4/29/2016 (date), a copy of the petition involving the Employer named above, a Statement of Position (Form NLRB-505), and a Description of Procedures (Form NLRB-4812) were served on the Employer by: (check whichever is applicable)

- ☐ e-mail to the email address shown on the petition. (MARIA RENTERIA'S FAX NO LONGER IN SERVICE)
- ☒ facsimile (with the permission of the Employer) to the facsimile number shown on the petition.
- ☒ overnight mail to the mailing address shown on the petition. (BOTH LOCATIONS @ MAIN OFFICE)
- ☐ hand-delivery to _____ (name of Employer's representative) at the following address: _____.

Service on the Other Party Named in the Petition

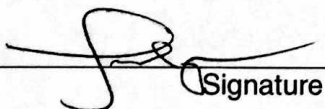
I hereby certify that on _____ (date), a copy of the petition involving the Employer named above, a Statement of Position (Form NLRB-505), and a Description of Procedures (Form NLRB-4812) were also served on _____ (name of party or parties) by: (check whichever is applicable)

- ☐ email to the email address shown on the petition.
- ☐ facsimile (with the permission of the party) to the facsimile number shown on the petition.
- ☐ overnight mail to the mailing address shown on the petition.
- ☐ hand-delivery to _____ (name of party's representative) at the following address: _____.

Service on the Other Party Named in the Petition

I hereby certify that on _____ (date), a copy of the petition involving the Employer named above, a Statement of Position (Form NLRB-505), and a Description of Procedures (Form NLRB-4812) were also served on _____ (name of party or parties) by: (check whichever is applicable)

- ☐ email to the email address shown on the petition.
- ☐ facsimile (with the permission of the party) to the facsimile number shown on the petition.
- ☐ overnight mail to the mailing address shown on the petition.
- ☐ hand-delivery to _____ (name of party's representative) at the following address: _____.



Signature

Jared MAYTODH SWU 2599

Name and Title

4/29/2016

Date

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
RC PETITION

DO NOT WRITE IN THIS SPACE

Case No. 32-RC-175316 Date Filed 05/02/2016

INSTRUCTIONS: Unless e-Filed using the Agency's website, www.nlrb.gov, submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located. The petition must be accompanied by both a showing of interest (see 6b below) and a certificate of service showing service on the employer and all other parties named in the petition of: (1) the petition; (2) Statement of Position form (Form NLRB-505); and (3) Description of Representation Case Procedures (Form NLRB 4812). The showing of interest should only be filed with the NLRB and should not be served on the employer or any other party.

1. PURPOSE OF THIS PETITION: RC-CERTIFICATION OF REPRESENTATIVE - A substantial number of employees wish to be represented for purposes of collective bargaining by Petitioner and Petitioner desires to be certified as representative of the employees. The Petitioner alleges that the following circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.

2a. Name of Employer(s)
SEIU-United Healthcare Workers/
Good Health Good Jobs California, joint employers

2b. Address(es) of Establishment(s) involved (Street and number, city, State, ZIP code)
560 Thomas L. Berkeley Way Oakland, CA 94612
5480 Ferguson Drive, Commerce, CA 90022

3a. Employer Representative - Name and Title
Mary Sacramento-HR director
Maria Renteria-Executive Director

3b. Address (If same as 2b - state same)
SAME AS ABOVE

3c. Tel. No.
510.251.1250
562.419.5869

3d. Cell No.

3e. Fax No.
510.763.2680
323.888.1121

3f. E-Mail Address
msacramento@seiu-uhw.org
mrenteria@ghgj-ca.org

4a. Type of Establishment (Factory, mine, wholesaler, etc.)
Offices

4b. Principal product or service
Outreach to improve healthcare

5a. City and State where unit is located:
Oakland, Fresno, Sacramento,
Stockton, Commerce, CA

5b. Description of Unit Involved
Included: All full-time and regular part-time canvassers, screeners, organizers, date entry employees and office clericals employed by Good Health Good Jobs California jointly with SEIU-UHW through their offices located in Oakland, Fresno, Sacramento, Stockton, and Commerce, California.

Excluded: Confidential employees, guards, and supervisors defined in the Act.

Check One: ☐ 7a. Request for recognition as Bargaining Representative was made on (Date) _____ and Employer declined recognition on or about _____ (Date) (If no reply received, so state).

☐ 7b. Petitioner is currently recognized as Bargaining Representative and desires certification under the Act.

8a. Name of Recognized or Certified Bargaining Agent (If none, so state).

8b. Address

8c. Tel No. **8d. Cell No.** **8e. Fax No.** **8f. E-Mail Address**

8g. Affiliation, if any **8h. Date of Recognition or Certification** **8i. Expiration Date of Current or Most Recent Contract, if any (Month, Day, Year)**

9. Is there now a strike or picketing at the Employer's establishment(s) involved? ☒ No ☐ Yes If so, approximately how many employees are participating? _____
(Name of labor organization) _____ has picketed the Employer since (Month, Day, Year) _____

10. Organizations or individuals other than Petitioner and those named in items 8 and 9, which have claimed recognition as representatives and other organizations and individuals known to have a representative interest in any employees in the unit described in item 5b above. (If none, so state)

10a. Name **10b. Address** **10c. Tel. No.** **10d. Cell No.**
10e. Fax No. **10f. E-Mail Address**

11. Election Details: If the NLRB conducts an election in this matter, state your position with respect to any such election.

11a. Election Type: ☐ Manual ☐ Mail ☒ Mixed
Manual/Mail

11b. Election Date(s):
May 11, 2016

11c. Election Time(s):
mail ballot

12a. Full Name of Petitioner (including local name and number)
Staff Workers United 2599

12b. Address (street and number, city, state, and ZIP code)
1856 San Clemente St., Fairfield, CA 94533

12c. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (if none, so state)

12d. Tel No.
707.410.9968

12e. Cell No.

12f. Fax No.

12g. E-Mail Address
jared.mayhugh@gmail.com

13. Representative of the Petitioner who will accept service of all papers for purposes of the representation proceeding.

13a. Name and Title
Hunter Pyle, Union counsel

13b. Address (street and number, city, state, and ZIP code)
428 13th Street, 8th Floor, Oakland, CA 94612

13c. Tel No.
510.663.9240

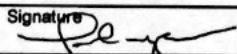
13d. Cell No.
510.290.9509

13e. Fax No.
510.663.9241

13f. E-Mail Address
hpyle@ssrplaw.com

I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (Print)
Jared Mayhugh

Signature


Title (Union president)

Date
5/2/2016

WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

1-1663604746

CERTIFICATE OF SERVICE

Employer Name:

Service on the Employer

I hereby certify that on 5/2/2016 (date), a copy of the petition involving the Employer named above, a Statement of Position (Form NLRB-505), and a Description of Procedures (Form NLRB-4812) were served on the Employer by: (check whichever is applicable)

- ☒ e-mail to the email address shown on the petition.
- ☐ facsimile (with the permission of the Employer) to the facsimile number shown on the petition.
- ☐ overnight mail to the mailing address shown on the petition.
- ☐ hand-delivery to _____ (name of Employer's representative) at the following address: _____

Service on the Other Party Named in the Petition

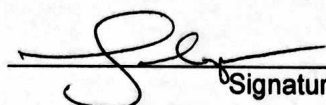
I hereby certify that on 5/2/2016 (date), a copy of the petition involving the Employer named above, a Statement of Position (Form NLRB-505), and a Description of Procedures (Form NLRB-4812) were also served on MARY SACRAMENTO (name of party or parties) by: (check whichever is applicable)

- ☒ email to the email address shown on the petition.
- ☐ facsimile (with the permission of the party) to the facsimile number shown on the petition.
- ☐ overnight mail to the mailing address shown on the petition.
- ☐ hand-delivery to _____ (name of party's representative) at the following address: _____

Service on the Other Party Named in the Petition

I hereby certify that on 5/2/2016 (date), a copy of the petition involving the Employer named above, a Statement of Position (Form NLRB-505), and a Description of Procedures (Form NLRB-4812) were also served on MARIA RENTERIA (name of party or parties) by: (check whichever is applicable)

- ☒ email to the email address shown on the petition.
- ☐ facsimile (with the permission of the party) to the facsimile number shown on the petition.
- ☐ overnight mail to the mailing address shown on the petition.
- ☐ hand-delivery to _____ (name of party's representative) at the following address: _____



Signature
5/2/2016

Date

SUU 2599 PRSIDENT

Name and Title

From: [Valencia, Hokulani](#)
To: [Alcober, Norma R.](#)
Subject: FW: 1-1663685231 Petition - RC
Date: Monday, May 2, 2016 3:03:41 PM

Hi Norma,

Please go ahead and docket with the most recent petition form and certificate of service.

Thank you,

Hokulani

From: e-service@nlrb.gov [mailto:e-Service@nlrb.gov]
Sent: Monday, May 02, 2016 12:01 PM
To: DG-EFileChgPet-OAK32 <dgecpb32@nlrb.gov>
Subject: FW: 1-1663685231 Petition - RC

This is to notify you that a new Signed RC Petition, Certificate of Service of Petition Document(s) has been received by your office Region 32, Oakland, California for Inquiry # **1-1663685231**, Petition Type : RC. You can access the document(s) filed by clicking on the link(s) in the Attachments section.

Date Submitted:	5/2/2016 11:47:54 AM (GMT-08:00) Pacific Time (US & Canada)
Dispute/Unit Location:	,
Regional, Sub-Regional Or Resident Office:	Region 32, Oakland, California
Employer:	
Petition Type:	RC
Inquiry Number:	1-1663685231
Filing Party:	Petitioner
Name:	Mayhugh, jared
Email:	jared.mayhugh@gmail.com
Address:	1856 San Clemente St Fairfield, CA 94533
Telephone:	(707) 410-9968
Fax:	
Attachments:	Signed RC Petition: Signed and Dated RC Petition 5-2-2016 - 5-2-16, 11-37 AM.pdf Certificate of Service of Petition: Certification of Service 5-2 - 5-2-16, 11-46 AM.pdf

From: [Alcober, Norma R.](#)
To: ["msacramento@seiu-uhw.org"; "mrenteria@ghgj-ca.org"](#)
Cc: [Tsiliacos, Nicholas L.](#)
Subject: Service Employees International Union-United Healthcare Workers-West/Good Health Good Jobs California, Case 32-RC-175316 Petition
Date: Monday, May 2, 2016 7:24:00 PM
Attachments: [DCK.32-RC-175316.Letter to Employer in RC case.pdf](#)
[PET.32-RC-175316.Signed and Dated RC Petition 5-2-2016 - 5-2-16 11-37 AM.pdf](#)

Ms. Sacramento and Ms. Renteria,

Please see attached docket letter, a copy of petition and Notice of Hearing being served by this e-mail.

For any questions please contact directly the Board agent assigned to the case.

Norma Alcober
Secretary to the Assistant Regional Director
National Labor Relations Board
Region 32

From: [Alcober, Norma R.](#)
To: ["jared.mayhugh@gmail.com"](mailto:jared.mayhugh@gmail.com); ["hpyle@ssrplaw.com"](mailto:hpyle@ssrplaw.com)
Cc: [Tsiliacos, Nicholas L.](#)
Subject: FW: Service Employees International Union-United Healthcare workers-West/Good Health Good Jobs California, 32-RC-175316 Petition
Date: Monday, May 2, 2016 7:54:00 PM
Attachments: [DCK.32-RC-175316.Letter to Petitioner in RC case.pdf](#)
[PET.32-RC-175316.Signed and Dated RC Petition 5-2-2016 - 5-2-16 11-37 AM.pdf](#)

Mr. Mayhugh and Mr. Pyle,

Please see attached which was inadvertently omitted.

From: Alcober, Norma R.
Sent: Monday, May 02, 2016 4:51 PM
To: 'jared.mayhugh@gmail.com' <jared.mayhugh@gmail.com>; 'hpyle@ssrplaw.com' <hpyle@ssrplaw.com>
Cc: Tsiliacos, Nicholas L. <Nicholas.Tsiliacos@nrlrb.gov>
Subject: Service Employees International Union-United Healthcare workers-West/Good Health Good Jobs California, 32-RC-175316 Petition

Mr. Mayhugh and Mr. Pyle,

Please attached docket letter with copy of petition and notice of hearing being served to you by this email.

Please contact the Board agent assigned if you have further questions.

Norma Alcober
Secretary to the Assistant Regional Director
National Labor Relations Board, Region 32



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 32
1301 Clay St Ste 300N
Oakland, CA 94612-5224

Agency Website: www.nlr.gov
Telephone: (510)637-3300
Fax: (510)637-3315



Download
NLRB
Mobile App

May 2, 2016

URGENT

msacramento@seiu-uhw.org
(510)763-2680

MARY SACRAMENTO
SERVICE EMPLOYEES INTERNATIONAL
UNION-UNITED HEALTHCARE WORKERS - WEST
560 Thomas L. Berkley Way
Oakland, CA 94612-1602

mrenteria@ghgj-ca.org
(323)888-1121

MARIA RENTERIA, EXECUTIVE DIRECTOR
GOOD HEALTH GOOD JOBS CALIFORNIA
5480 Ferguson Dr
Commerce, CA 90022-5119

Re: SEIU-United Healthcare Workers-West/
Good Health Good Jobs California, Joint
Employers
Case 32-RC-175316

Dear Ms. Sacramento and Ms. Renteria:

Enclosed is a copy of a petition that STAFF WORKERS UNITED 2599 filed with the National Labor Relations Board (NLRB) seeking to represent certain of your employees. After a petition is filed, the employer is required to promptly take certain actions so please read this letter carefully to make sure you are aware of the employer's obligations. This letter tells you how to contact the Board agent who will be handling this matter, about the requirement to post and distribute the Notice of Petition for Election, the requirement to complete and serve a Statement of Position Form, a scheduled hearing in this matter, other information needed including a voter list, your right to be represented, and NLRB procedures.

Investigator: This petition will be investigated by Field Examiner Nicholas Tsiliacos whose telephone number is (510)637-3297. The Board agent will contact you shortly to discuss processing the petition. If you have any questions, please do not hesitate to call the Board agent. If the agent is not available, you may contact Assistant Regional Director Cynthia C. Rence whose telephone number is (510)637-3293. If appropriate, the NLRB attempts to schedule an election either by agreement of the parties or by holding a hearing and then directing an election.

Required Posting and Distribution of Notice: You must post the enclosed Notice of Petition for Election by May 4, 2016, in conspicuous places, including all places where notices to employees are customarily posted. The Notice of Petition for Election must be posted so all pages are simultaneously visible. If you customarily communicate with your employees electronically, you must also distribute the notice electronically to them. You must maintain the posting until the petition is dismissed or withdrawn or this notice is replaced by the Notice of Election. Posting and distribution of the Notice of Petition for Election will inform the employees whose representation is at issue and the employer of their rights and obligations under the National Labor Relations Act in the representation context. Failure to post or distribute the notice may be grounds for setting aside an election if proper and timely objections are filed.

Required Statement of Position: In accordance with Section 102.63(b) of the Board's Rules, the employer is required to complete the enclosed Statement of Position form (including the attached Commerce Questionnaire), have it signed by an authorized representative, and file a completed copy (with all required attachments) with this office and serve it on all parties named in the petition such that it is received by them by **noon Pacific Time on May 09, 2016**. This form solicits information that will facilitate entry into election agreements or streamline the pre-election hearing if the parties are unable to enter into an election agreement. **This form may be e-Filed, but unlike other e-Filed documents, will *not* be timely if filed on the due date but after noon May 09, 2016.** If you have questions about this form or would like assistance in filling out this form, please contact the Board agent named above.

List(s) of Employees: The employer's Statement of Position must include a list of the full names, work locations, shifts, and job classifications of all individuals in the proposed unit as of the payroll period preceding the filing of the petition who remain employed at the time of filing. If the employer contends that the proposed unit is inappropriate, the employer must separately list the full names, work locations, shifts and job classifications of all individuals that it contends must be added to the proposed unit to make it an appropriate unit. The employer must also indicate those individuals, if any, whom it believes must be excluded from the proposed unit to make it an appropriate unit. These lists must be alphabetized (overall or by department). Unless the employer certifies that it does not possess the capacity to produce the lists in the required form, the lists must be in a table in a Microsoft Word file (.doc or .docx) or a file that is compatible with Microsoft Word, the first column of the table must begin with each employee's last name, and the font size of the list must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. A

sample, optional form for the list is provided on the NLRB website at www.nlr.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015.

Failure to Supply Information: Failure to supply the information requested by this form may preclude you from litigating issues under Section 102.66(d) of the Board's Rules and Regulations. Section 102.66(d) provides as follows:

A party shall be precluded from raising any issue, presenting any evidence relating to any issue, cross-examining any witness concerning any issue, and presenting argument concerning any issue that the party failed to raise in its timely Statement of Position or to place in dispute in response to another party's Statement of Position or response, except that no party shall be precluded from contesting or presenting evidence relevant to the Board's statutory jurisdiction to process the petition. Nor shall any party be precluded, on the grounds that a voter's eligibility or inclusion was not contested at the pre-election hearing, from challenging the eligibility of any voter during the election. If a party contends that the proposed unit is not appropriate in its Statement of Position but fails to specify the classifications, locations, or other employee groupings that must be added to or excluded from the proposed unit to make it an appropriate unit, the party shall also be precluded from raising any issue as to the appropriateness of the unit, presenting any evidence relating to the appropriateness of the unit, cross-examining any witness concerning the appropriateness of the unit, and presenting argument concerning the appropriateness of the unit. If the employer fails to timely furnish the lists of employees described in §§ 102.63(b)(1)(iii), (b)(2)(iii), or (b)(3)(iii), the employer shall be precluded from contesting the appropriateness of the proposed unit at any time and from contesting the eligibility or inclusion of any individuals at the pre-election hearing, including by presenting evidence or argument, or by cross-examination of witnesses.

Notice of Hearing: Enclosed is a Notice of Representation Hearing to be conducted at **9:00 a.m. on Tuesday, May 10, 2016, at 1301 Clay Street, Suite 300N, Oakland, CA 94612**, if the parties do not voluntarily agree to an election. If a hearing is necessary, the hearing will run on consecutive days until concluded unless the regional director concludes that extraordinary circumstances warrant otherwise. Before the hearing begins, the NLRB will continue to explore potential areas of agreement with the parties in order to reach an election agreement and to eliminate or limit the costs associated with formal hearings.

Upon request of a party, the regional director may postpone the hearing for up to 2 business days upon a showing of special circumstances and for more than 2 business days upon a showing of extraordinary circumstances. A party desiring a postponement should make the request to the regional director in writing, set forth in detail the grounds for the request, and include the positions of the other parties regarding the postponement. E-Filing the request is

preferred, but not required. A copy of the request must be served simultaneously on all the other parties, and that fact must be noted in the request.

Other Information Needed Now: Please submit to this office, as soon as possible, the following information needed to handle this matter:

- (a) A copy of any existing or recently expired collective-bargaining agreements, and any amendments or extensions, or any recognition agreements covering any of your employees in the unit involved in the petition (the petitioned-for unit);
- (b) The name and contact information for any other labor organization (union) claiming to represent any of the employees in the petitioned-for unit;
- (c) If potential voters will need notices or ballots translated into a language other than English, the names of those languages and dialects, if any.
- (d) If you desire a formal check of the showing of interest, you must provide an alphabetized payroll list of employees in the petitioned-for unit, with their job classifications, for the payroll period immediately before the date of this petition. Such a payroll list should be submitted as early as possible prior to the hearing. Ordinarily a formal check of the showing of interest is not performed using the employee list submitted as part of the Statement of Position.

Voter List: If an election is held in this matter, the employer must transmit to this office and to the other parties to the election, an alphabetized list of the full names, work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available home and personal cellular telephone numbers) of eligible voters. Usually, the list must be furnished within 2 business days of the issuance of the Decision and Direction of Election or approval of an election agreement. I am advising you of this requirement now, so that you will have ample time to prepare this list. When feasible, the list must be electronically filed with the Region and served electronically on the other parties. To guard against potential abuse, this list may not be used for purposes other than the representation proceeding, NLRB proceedings arising from it or other related matters.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlr.gov, or at the Regional office upon your request.

If someone contacts you about representing you in this case, please be assured that no organization or person seeking your business has any “inside knowledge” or favored relationship with the NLRB. Their knowledge regarding this matter was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

May 2, 2016

Procedures: Also enclosed is a Description of Procedures in Certification and Decertification Cases (Form NLRB-4812). We strongly urge everyone to submit documents and other materials by E-Filing (not e-mailing) through our website, www.nlr.gov. E-Filing your documents places those documents in our official electronic case files. On all your correspondence regarding the petition, please include the case name and number indicated above.

Information about the NLRB and our customer service standards is available on our website, www.nlr.gov, or from an NLRB office upon your request. We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,



George Velastegui
Regional Director

Enclosures

1. Petition
2. Notice of Petition for Election (Form 5492)
3. Notice of Representation Hearing
4. Description of Procedures in Certification and Decertification Cases (Form 4812)
5. Statement of Position form and Commerce Questionnaire (Form 505)

Copy of petition only sent to:

BRUCE A. HARLAND, ESQ.
WEINBERG, ROGER & ROSENFELD
1001 Marina Village Pkwy
Suite 200
Alameda, CA 94501-6430



National Labor Relations Board



NOTICE OF PETITION FOR ELECTION

This notice is to inform employees that **STAFF WORKERS UNITED 2599** has filed a petition with the National Labor Relations Board (NLRB), a Federal agency, in Case 32-RC-175316 seeking an election to become certified as the representative of the employees of **SERVICE EMPLOYEES INTERNATIONAL UNION-UNITED HEALTHCARE WORKERS – WEST/GOOD HEALTH GOOD JOBS CALIFORNIA** in the unit set forth below:

Included: All full-time and regular part-time canvassers, screeners, organizers, data entry employees and office clericals employed by Good Health Good Jobs California jointly with SEIU-UHW through their offices located in Oakland, Fresno, Sacramento, Stockton and Commerce, California.

Excluded: Confidential employees, guards, and supervisors as defined in the Act.

This notice also provides you with information about your basic rights under the National Labor Relations Act, the processing of the petition, and rules to keep NLRB elections fair and honest.

YOU HAVE THE RIGHT under Federal Law

- To self-organization
- To form, join, or assist labor organizations
- To bargain collectively through representatives of your own choosing
- To act together for the purposes of collective bargaining or other mutual aid or protection
- To refuse to do any or all of these things unless the union and employer, in a state where such agreements are permitted, enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustments).

PROCESSING THIS PETITION

Elections do not necessarily occur in all cases after a petition is filed. **NO FINAL DECISIONS HAVE BEEN MADE YET** regarding the appropriateness of the proposed unit or whether an election will be held in this matter. If appropriate, the NLRB will first see if the parties will enter into an election agreement that specifies the method, date, time, and location of an election and the unit of employees eligible to vote. If the parties do not enter into an election agreement, usually a hearing is held to receive evidence on the appropriateness of the unit and other issues in dispute. After a hearing, an election may be directed by the NLRB, if appropriate.

IF AN ELECTION IS HELD, it will be conducted by the NLRB by secret ballot and Notices of Election will be posted before the election giving complete details for voting.

ELECTION RULES

The NLRB applies rules that are intended to keep its elections fair and honest and that result in a free choice. If agents of any party act in such a way as to interfere with your right to a free election, the election can be set aside by the NLRB. Where appropriate the NLRB provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with employees' rights and may result in setting aside the election:

- Threatening loss of jobs or benefits by an employer or a union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An employer firing employees to discourage or encourage union activity or a union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time, where attendance is mandatory, within the 24-hour period before the polls for the election first open or, if the election is conducted by mail, from the time and date the ballots are scheduled to be sent out by the Region until the time and date set for their return
- Incitement by either an employer or a union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a union or an employer to influence their votes

Please be assured that IF AN ELECTION IS HELD, every effort will be made to protect your right to a free choice under the law. Improper conduct will not be permitted. All parties are expected to cooperate fully with the NLRB in maintaining basic principles of a fair election as required by law. The NLRB as an agency of the United States Government does not endorse any choice in the election.

For additional information about the processing of petitions, go to www.nlr.gov or contact the NLRB at (510)637-3300.

THIS IS AN OFFICIAL GOVERNMENT NOTICE AND MUST NOT BE DEFACED BY ANYONE. IT MUST REMAIN POSTED WITH ALL PAGES SIMULTANEOUSLY VISIBLE UNTIL REPLACED BY THE NOTICE OF ELECTION OR THE PETITION IS DISMISSED OR WITHDRAWN.



National Labor Relations Board





UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 32



**SERVICE EMPLOYEES INTERNATIONAL UNION-
UNITED HEALTHCARE WORKERS-WEST/GOOD
HEALTH GOOD JOBS CALIFORNIA**

Employers

and

STAFF WORKERS UNITED 2599

Petitioner

Case 32-RC-175316

NOTICE OF REPRESENTATION HEARING

The Petitioner filed the attached petition pursuant to Section 9(c) of the National Labor Relations Act. It appears that a question affecting commerce exists as to whether the employees in the unit described in the petition wish to be represented by a collective-bargaining representative as defined in Section 9(a) of the Act.

YOU ARE HEREBY NOTIFIED that, pursuant to Sections 3(b) and 9(c) of the Act, at 9:00 a.m. on **Tuesday, May 10, 2016**, and on consecutive days thereafter until concluded, at the National Labor Relations Board offices located at 1301 Clay Street, Suite 300N, Oakland, CA 94612, a hearing will be conducted before a hearing officer of the National Labor Relations Board. At the hearing, the parties will have the right to appear in person or otherwise, and give testimony.

YOU ARE FURTHER NOTIFIED that, pursuant to Section 102.63(b) of the Board's Rules and Regulations, SERVICE EMPLOYEES INTERNATIONAL UNION-UNITED HEALTHCARE WORKERS-WEST and GOOD HEALTH GOOD JOBS CALIFORNIA must complete the Statement of Position and file it and all attachments with the Regional Director and serve it on the parties listed on the petition such that it is received by them by no later than **noon** Pacific time on May 09, 2016. The Statement of Position may be E-Filed but, unlike other E-Filed documents, must be filed by noon Pacific on the due date in order to be timely. If an election agreement is signed by all parties and returned to the Regional Office before the due date of the Statement of Position, the Statement of Position is not required to be filed.

Dated: May 2, 2016

George Velastegui
Regional Director
National Labor Relations Board
Region 32
1301 Clay St Ste 300N
Oakland, CA 94612-5224

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

SERVICE EMPLOYEES INTERNATIONAL UNION- UNITED HEALTHCARE WORKERS – WEST/GOOD HEALTH GOOD JOBS CALIFORNIA Employers and STAFF WORKERS UNITED 2599 Petitioner	Case 32-RC-175316
--	--------------------------

AFFIDAVIT OF SERVICE OF: Petition dated May 2, 2016, Notice of Representation Hearing dated May 2, 2016, Description of Procedures in Certification and Decertification Cases (Form NLRB-4812), Notice of Petition for Election, and Statement of Position Form (Form NLRB-505).

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on May 2, 2016, I served the above documents by electronic mail and regular mail upon the following persons, addressed to them at the following addresses:

MARY SACRAMENTO
SERVICE EMPLOYEES INTERNATIONAL
UNION-UNITED HEALTHCARE WORKERS -
WEST
560 Thomas L. Berkley Way
Oakland, CA 94612-1602
msacramento@seiu-uhw.org
Fax: (510)763-2680

MARIA RENTERIA, EXECUTIVE DIRECTOR
GOOD HEALTH GOOD JOBS CALIFORNIA
5480 Ferguson Dr
Commerce, CA 90022-5119
mrenteria@ghgj-ca.org
Fax: (323)888-1121

HUNTER PYLE, UNION COUNSEL
SUNDEEN SALINAS PYLE AND
ASSOCIATES
428 13th St. 8th Floor
Oakland, CA 94612
hpyle@ssrplaw.com
Fax: (510)663-9241

JARED MAYHUGH, PRESIDENT
STAFF WORKERS UNITED 2599
1856 San Clemente St
Fairfield, CA 94533-4022
jared.mayhugh@gmail.com

May 2, 2016

Date

NORMA R ALCOBER, Designated Agent of NLRB

Name

/s/ NORMA R ALCOBER

Signature

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

**DESCRIPTION OF REPRESENTATION CASE PROCEDURES
IN CERTIFICATION AND DECERTIFICATION CASES**

The National Labor Relations Act grants employees the right to bargain collectively through representatives of their own choosing and to refrain from such activity. A party may file an RC, RD or RM petition with the National Labor Relations Board (NLRB) to conduct a secret ballot election to determine whether a representative will represent, or continue to represent, a unit of employees. An **RC** petition is generally filed by a union that desires to be certified as the bargaining representative. An **RD** petition is filed by employees who seek to remove the currently recognized union as the bargaining representative. An **RM** petition is filed by an employer who seeks an election because one or more individuals or unions have sought recognition as the bargaining representative, or based on a reasonable belief supported by objective considerations that the currently recognized union has lost its majority status. This form generally describes representation case procedures in RC, RD and RM cases, also referred to as certification and decertification cases.

Right to be Represented – Any party to a case with the NLRB has the right to be represented by an attorney or other representative in any proceeding before the NLRB. A party wishing to have a representative appear on its behalf should have the representative complete a Notice of Appearance (Form NLRB-4701), and E-File it at www.nlr.gov or forward it to the NLRB Regional Office handling the petition as soon as possible.

Filing and Service of Petition – A party filing an RC, RD or RM petition is required to serve a copy of its petition on the parties named in the petition along with this form and the Statement of Position form. The petitioner files the petition with the NLRB, together with (1) a certificate showing service of these documents on the other parties named in the petition, and (2) a showing of interest to support the petition. The showing of interest is not served on the other parties.

Notice of Hearing – After a petition in a certification or decertification case is filed with the NLRB, the NLRB reviews both the petition and the required showing of interest for sufficiency, assigns the petition a case number, and promptly sends letters to the parties notifying them of the Board agent who will be handling the case. In most cases, the letters include a Notice of Representation Hearing. Except in cases presenting unusually complex issues, this pre-election hearing is set for a date 8 days (excluding intervening federal holidays) from the date of service of the notice of hearing. Once the hearing begins, it will continue day to day until completed absent extraordinary circumstances. The Notice of Representation Hearing also sets the due date for filing and serving the Statement(s) of Position. Included with the Notice of Representation Hearing are a copy of the petition, this form, a Statement of Position form, a Notice of Petition for Election, and a letter advising how to contact the Board agent who will be handling the case and discussing those documents.

Hearing Postponement: The regional director may postpone the hearing for up to 2 business days upon request of a party showing special circumstances and for more than 2 business days upon request of a party showing extraordinary circumstances. A party wishing to request a postponement should make the request in writing and set forth in detail the grounds for the request. The request should include the positions of the other parties regarding the postponement. The request should be filed with the regional director. E-Filing the request is preferred, but not required. A copy of the request must be served simultaneously on all the other parties, and that fact must be noted in the request.

Statement of Position Form and List(s) of Employees – The Statement of Position form solicits commerce and other information that will facilitate entry into election agreements or streamline the pre-election hearing if the parties are unable to enter into an election agreement. As part of its Statement of Position form, the employer also provides a list of the full names, work locations, shifts, and job classifications of all individuals in the proposed unit. If the employer contends that the proposed unit is not appropriate, the employer must separately list the same information for all individuals that the employer contends must be added to the proposed unit to make it an appropriate unit, and must further indicate those individuals, if any, whom it believes must be excluded from the proposed unit to make it an appropriate unit. These lists must be alphabetized (overall or by department).

Unless the employer certifies that it does not possess the capacity to produce the lists in the required form, the lists must be in a table in a Microsoft Word file (.doc or .docx) or a file that is compatible with Microsoft Word, the first column of the table must begin with each employee's last name, and the font size of the list

must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. A sample, optional form for the list is provided on the NLRB website at www.nlr.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015.

Ordinarily the Statement of Position must be filed with the Regional Office and served on the other parties such that it is received by them by noon on the business day before the opening of the hearing. The regional director may postpone the due date for filing and serving the Statement of Position for up to 2 business days upon request of a party showing special circumstances and for more than 2 business days upon request of a party showing extraordinary circumstances. The Statement of Position form may be E-Filed but, unlike other E-Filed documents, will not be timely if filed on the due date but after noon in the time zone of the Region where the petition is filed. Consequences for failing to satisfy the Statement of Position requirement are discussed on the following page under the heading "Preclusion."

A request to postpone the hearing will not automatically be treated as a request for an extension of the Statement of Position due date. If a party wishes to request both a postponement of the hearing and a postponement of the Statement of Position due date, the request must make that clear and must specify the reasons that postponements of both are sought.

Posting and Distribution of Notice of Petition for Election – Within 2 business days after service of the notice of hearing, the employer must post the Notice of Petition for Election in conspicuous places, including all places where notices to employees are customarily posted, and must also distribute it electronically if the employer customarily communicates with its employees electronically. The employer must maintain the posting until the petition is dismissed or withdrawn, or the Notice of Petition for Election is replaced by the Notice of Election. The employer's failure properly to post or distribute the Notice of Petition for Election may be grounds for setting aside the election if proper and timely objections are filed.

Election Agreements – Elections can occur either by agreement of the parties or by direction of the regional director or the Board. Three types of agreements are available: (1) a Consent Election Agreement (Form NLRB-651); (2) a Stipulated Election Agreement (Form NLRB-652); and (3) a Full Consent Agreement (Form NLRB-5509). In the Consent Election Agreement and the Stipulated Election Agreement, the parties agree on an appropriate unit and the method, date, time, and place of a secret ballot election that will be conducted by an NLRB agent. In the Consent Agreement, the parties also agree that post-election matters (election objections or determinative challenged ballots) will be resolved with finality by the regional director; whereas in the Stipulated Election Agreement, the parties agree that they may request Board review of the regional director's post-election determinations. A Full Consent Agreement provides that the regional director will make final determinations regarding all pre-election and post-election issues.

Hearing Cancellation Based on Agreement of the Parties – The issuance of the Notice of Representation Hearing does not mean that the matter cannot be resolved by agreement of the parties. On the contrary, the NLRB encourages prompt voluntary adjustments and the Board agent assigned to the case will work with the parties to enter into an election agreement, so the parties can avoid the time and expense of participating in a hearing.

Hearing – A hearing will be held unless the parties enter into an election agreement approved by the regional director or the petition is dismissed or withdrawn.

Purpose of Hearing: The purpose of a pre-election hearing is to determine if a question of representation exists. A question of representation exists if a proper petition has been filed concerning a unit appropriate for the purpose of collective bargaining or, in the case of a decertification petition, concerning a unit in which a labor organization has been certified or is being currently recognized by the employer as the bargaining representative. Disputes concerning individuals' eligibility to vote or inclusion in an appropriate unit ordinarily need not be litigated or resolved before an election is conducted.

Issues at Hearing: Issues that might be litigated at the pre-election hearing include: jurisdiction; labor organization status; bars to elections; unit appropriateness; expanding and contracting unit issues; inclusion of professional employees with nonprofessional employees; and eligibility formulas. At the hearing, the Statement of Position will be received into evidence and, prior to the introduction of further evidence, all other parties will respond on the record to each issue raised in the Statement. The hearing officer will not receive evidence concerning any issue as to which the parties have not taken adverse positions, except for evidence regarding the Board's jurisdiction over the employer and evidence concerning any issue, such as the appropriateness of the proposed unit, as to which the regional director determines that record evidence is necessary.

Preclusion: At the hearing, a party will be precluded from raising any issue, presenting any evidence relating to any issue, cross-examining any witness concerning any issue, and presenting argument concerning any issue that the party failed to raise in its timely Statement of Position or to place in dispute in response to another party's Statement of Position or response, except that no party will be precluded from contesting or presenting evidence relevant to the Board's statutory jurisdiction to process the petition. Nor shall any party be precluded, on the grounds that a voter's eligibility or inclusion was not contested at the pre-election hearing, from challenging the eligibility of any voter during the election. If a party contends that the proposed unit is not appropriate in its Statement of Position but fails to specify the classifications, locations, or other employee groupings that must be added to or excluded from the proposed unit to make it an appropriate unit, the party shall also be precluded from raising any issue as to the appropriateness of the unit, presenting any evidence relating to the appropriateness of the unit, cross examining any witness concerning the appropriateness of the unit, and presenting argument concerning the appropriateness of the unit. As set forth in §102.66(d) of the Board's rules, if the employer fails to timely furnish the lists of employees, the employer will be precluded from contesting the appropriateness of the proposed unit at any time and from contesting the eligibility or inclusion of any individuals at the pre-election hearing, including by presenting evidence or argument, or by cross-examination of witnesses.

Conduct of Hearing: If held, the hearing is usually open to the public and will be conducted by a hearing officer of the NLRB. Any party has the right to appear at any hearing in person, by counsel, or by other representative, to call, examine, and cross-examine witnesses, and to introduce into the record evidence of the significant facts that support the party's contentions and are relevant to the existence of a question of representation. The hearing officer also has the power to call, examine, and cross-examine witnesses and to introduce into the record documentary and other evidence. Witnesses will be examined orally under oath. The rules of evidence prevailing in courts of law or equity shall not be controlling. Parties appearing at any hearing who have or whose witnesses have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.503, and who in order to participate in this hearing need appropriate auxiliary aids, as defined in 29 C.F.R. 100.503, should notify the regional director as soon as possible and request the necessary assistance.

Official Record: An official reporter will make the only official transcript of the proceedings and all citations in briefs or arguments must refer to the official record. (Copies of exhibits should be supplied to the hearing officer and other parties at the time the exhibit is offered in evidence.) All statements made in the hearing room will be recorded by the official reporter while the hearing is on the record. If a party wishes to make off-the-record remarks, requests to make such remarks should be directed to the hearing officer and not to the official reporter. After the close of the hearing, any request for corrections to the record, either by stipulation or motion, should be forwarded to the regional director.

Motions and Objections: All motions must be in writing unless stated orally on the record at the hearing and must briefly state the relief sought and the grounds for the motion. A copy of any motion must be served immediately on the other parties to the proceeding. Motions made during the hearing are filed with the hearing officer. All other motions are filed with the regional director, except that motions made after the transfer of the record to the Board are filed with the Board. If not E-Filed, an original and two copies of written motions shall be filed. Statements of reasons in support of motions or objections should be as concise as possible. Objections shall not be deemed waived by further participation in the hearing. On appropriate request, objections may be permitted to stand to an entire line of questioning. Automatic exceptions will be allowed to all adverse rulings.

Election Details: Prior to the close of the hearing the hearing officer will: (1) solicit the parties' positions (but will not permit litigation) on the type, date(s), time(s), and location(s) of the election and the eligibility period; (2) solicit the name, address, email address, facsimile number, and phone number of the employer's on-site representative to whom the regional director should transmit the Notice of Election if an election is directed; (3) inform the parties that the regional director will issue a decision as soon as practicable and will immediately transmit the document to the parties and their designated representatives by email, facsimile, or by overnight mail (if neither an email address nor facsimile number was provided); and (4) inform the parties of their obligations if the director directs an election and of the time for complying with those obligations.

Oral Argument and Briefs: Upon request, any party is entitled to a reasonable period at the close of the hearing for oral argument, which will be included in the official transcript of the hearing. At any time before the close of the hearing, any party may file a memorandum addressing relevant issues or points of law. Post-hearing briefs shall be filed only upon special permission of the regional director and within the

time and addressing the subjects permitted by the regional director. If filed, copies of the memorandum or brief shall be served on all other parties to the proceeding and a statement of such service shall be filed with the memorandum or brief. No reply brief may be filed except upon special leave of the regional director. If allowed, briefs should be double-spaced on 8½ by 11 inch paper. Briefs must be filed in accordance with the provisions of Section 102.111(b) of the Board's Rules. E-Filing of briefs through the Board's website, www.nlr.gov, is encouraged, but not required. Facsimile transmission of briefs is NOT permitted.

Regional Director Decision - After the hearing, the regional director issues a decision directing an election, dismissing the petition or reopening the hearing. A request for review of the regional director's pre-election decision may be filed with the Board at any time after issuance of the decision until 14 days after a final disposition of the proceeding by the regional director. Accordingly, a party need not file a request for review before the election in order to preserve its right to contest that decision after the election. Instead, a party can wait to see whether the election results have mooted the basis of an appeal. The Board will grant a request for review only where compelling reasons exist therefore.

Voter List – The employer must provide to the regional director and the parties named in the election agreement or direction of election a list of the full names, work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available home and personal cellular ("cell") telephone numbers) of all eligible voters. (In construction industry elections, unless the parties stipulate to the contrary, also eligible to vote are all employees in the unit who either (1) were employed a total of 30 working days or more within the 12 months preceding the election eligibility date or (2) had some employment in the 12 months preceding the election eligibility date and were employed 45 working days or more within the 24 months immediately preceding the election eligibility date. However, employees meeting either of those criteria who were terminated for cause or who quit voluntarily prior to the completion of the last job for which they were employed, are not eligible.) The employer must also include in a separate section of the voter list the same information for those individuals whom the parties have agreed should be permitted to vote subject to challenge or those individuals who, according to the direction of election, will be permitted to vote subject to challenge.

The list of names must be alphabetized (overall or by department) and be in the same Microsoft Word file (or Microsoft Word compatible file) format as the initial lists provided with the Statement of Position form unless the parties agree to a different format or the employer certifies that it does not possess the capacity to produce the list in the required form. When feasible, the list must be filed electronically with the regional director and served electronically on the other parties named in the agreement or direction.

To be timely filed and served, the voter list must be received by the regional director and the parties named in the agreement or direction respectively within 2 business days after the approval of the agreement or issuance of the direction unless a longer time is specified in the agreement or direction. A certificate of service on all parties must be filed with the regional director when the voter list is filed. The employer's failure to file or serve the list within the specified time or in proper format shall be grounds for setting aside the election whenever proper and timely objections are filed. The parties shall not use the list for purposes other than the representation proceeding, Board proceedings arising from it, and related matters.

Waiver of Time to Use Voter List – Under existing NLRB practice, an election is not ordinarily scheduled for a date earlier than 10 days after the date when the employer must file the voter list with the Regional Office. However, the parties entitled to receive the voter list may waive all or part of the 10-day period by executing Form NLRB-4483. A waiver will not be effective unless all parties who are entitled to the list agree to waive the same number of days.

Election – Information about the election, requirements to post and distribute the Notice of Election, and possible proceedings after the election is available from the Regional Office and will be provided to the parties when the Notice of Election is sent to the parties.

Withdrawal or Dismissal – If it is determined that the NLRB does not have jurisdiction or that other criteria for proceeding to an election are not met, the petitioner is offered an opportunity to withdraw the petition. If the petitioner does not withdraw the petition, the regional director will dismiss the petition and advise the petitioner of the reason for the dismissal and of the right to appeal to the Board.

REVIEW THE FOLLOWING IMPORTANT INFORMATION BEFORE FILLING OUT A STATEMENT OF POSITION FORM

Completing and Filing this Form: The Notice of Hearing indicates which parties are responsible for completing the form. If you are required to complete the form, you must have it signed by an authorized representative and file a completed copy (including all attachments) with the RD and serve copies on all parties named in the petition by the date and time established for its submission. If more space is needed for your answers, additional pages may be attached. If you have questions about this form or would like assistance in filling out this form, please contact the Board agent assigned to handle this case. **You may E-File your Statement of Position at www.nlr.gov, but unlike other e-Filed documents, it will *not* be timely if filed on the due date but after noon in the time zone of the Region where the petition was filed.**

Note: *Non-employer parties who complete this Statement of Position are NOT required to complete items 8f and 8g of the form, or to provide a commerce questionnaire or the lists described in item 7. In RM cases, the employer is NOT required to complete items 3, 5, 6, and 8a-8e of the form.*

Required Lists: The employer's Statement of Position must include a list of the full names, work locations, shifts, and job classifications of all individuals in the proposed unit as of the payroll period preceding the filing of the petition who remain employed at the time of filing. If the employer contends that the proposed unit is inappropriate, the employer must separately list the full names, work locations, shifts and job classifications of all individuals that it contends must be added to the proposed unit to make it an appropriate unit. The employer must also indicate those individuals, if any, whom it believes must be excluded from the proposed unit to make it an appropriate unit. These lists must be alphabetized (overall or by department). Unless the employer certifies that it does not possess the capacity to produce the lists in the required form, the lists must be in a table in a Microsoft Word file (.doc or .docx) or a file that is compatible with Microsoft Word, the first column of the table must begin with each employee's last name, and the font size of the list must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. A sample, optional form for the list is provided on the NLRB website at www.nlr.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015.

Consequences of Failure to Supply Information: Failure to supply the information requested by this form may preclude you from litigating issues under 102.66(d) of the Board's Rules and Regulations. Section 102.66(d) provides as follows:

A party shall be precluded from raising any issue, presenting any evidence relating to any issue, cross-examining any witness concerning any issue, and presenting argument concerning any issue that the party failed to raise in its timely Statement of Position or to place in dispute in response to another party's Statement of Position or response, except that no party shall be precluded from contesting or presenting evidence relevant to the Board's statutory jurisdiction to process the petition. Nor shall any party be precluded, on the grounds that a voter's eligibility or inclusion was not contested at the pre-election hearing, from challenging the eligibility of any voter during the election. If a party contends that the proposed unit is not appropriate in its Statement of Position but fails to specify the classifications, locations, or other employee groupings that must be added to or excluded from the proposed unit to make it an appropriate unit, the party shall also be precluded from raising any issue as to the appropriateness of the unit, presenting any evidence relating to the appropriateness of the unit, cross-examining any witness concerning the appropriateness of the unit, and presenting argument concerning the appropriateness of the unit. If the employer fails to timely furnish the lists of employees described in §§102.63(b)(1)(iii), (b)(2)(iii), or (b)(3)(iii), the employer shall be precluded from contesting the appropriateness of the proposed unit at any time and from contesting the eligibility or inclusion of any individuals at the pre-election hearing, including by presenting evidence or argument, or by cross-examination of witnesses.

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
STATEMENT OF POSITION

DO NOT WRITE IN THIS SPACE

Case No. 32-RC-175316	Date Filed May 2, 2016
---------------------------------	----------------------------------

INSTRUCTIONS: Submit this Statement of Position to an NLRB Office in the Region in which the petition was filed and serve it and all attachments on each party named in the petition in this case such that it is received by them by the date and time specified in the notice of hearing.

Note: Non-employer parties who complete this form are NOT required to complete items 8f or 8g below or to provide a commerce questionnaire or the lists described in item 7. In RM cases, the employer is NOT required to respond to items 3, 5, 6, and 8a-8e below.

1a. Full name of party filing Statement of Position		1c. Business Phone:	1e. Fax No.:
1b. Address (Street and number, city, state, and ZIP code)		1d. Cell No.:	1f. e-Mail Address
2. Do you agree that the NLRB has jurisdiction over the Employer in this case? <input type="checkbox"/> Yes <input type="checkbox"/> No (A completed commerce questionnaire (Attachment A) must be submitted by the Employer, regardless of whether jurisdiction is admitted)			
3. Do you agree that the proposed unit is appropriate? <input type="checkbox"/> Yes <input type="checkbox"/> No (If not, answer 3a and 3b)			
a. State the basis for your contention that the proposed unit is not appropriate. (If you contend a classification should be excluded or included briefly explain why, such as shares a community of interest or are supervisors or guards)			
b. State any classifications, locations, or other employee groupings that must be added to or excluded from the proposed unit to make it an appropriate unit.			
Added		Excluded	
4. Other than the individuals in classifications listed in 3b, list any individual(s) whose eligibility to vote you intend to contest at the pre-election hearing in this case and the basis for contesting their eligibility.			
5. Is there a bar to conducting an election in this case? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, state the basis for your position.			
6. Describe all other issues you intend to raise at the pre-election hearing.			
The employer must provide the following lists which must be alphabetized (overall or by department) in the format specified at www.nlrb.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015 . A list containing the full names, work locations, shifts and job classification of all individuals in the proposed unit as of the payroll period immediately preceding the filing of the petition who remain employed as of the date of the filing of the petition. (Attachment B) If the employer contends that the proposed unit is inappropriate the employer must provide (1) a separate list containing the full names, work locations, shifts and job classifications of all individuals that it contends must be added to the proposed unit, if any to make it an appropriate unit, (Attachment C) and (2) a list containing the full names of any individuals it contends must be excluded from the proposed unit to make it an appropriate unit. (Attachment D)			
State your position with respect to the details of any election that may be conducted in this matter. 8a. Type: <input type="checkbox"/> Manual <input type="checkbox"/> Mail <input type="checkbox"/> Mixed Manual/Mail			
8b. Date(s)	8c. Time(s)	8d. Location(s)	
8e. Eligibility Period (e.g. special eligibility formula)	8f. Last Payroll Period Ending Date	8g. Length of payroll period <input type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Other (specify length)	
9. Representative who will accept service of all papers for purposes of the representation proceeding			
9a. Full name and title of authorized representative		9b. Signature of authorized representative	9c. Date
9d. Address (Street and number, city, state, and ZIP code)			9e. e-Mail Address
9f. Business Phone No.:		9g. Fax No.	9h. Cell No.

WILLFUL FALSE STATEMENTS ON THIS STATEMENT OF POSITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. Code, Title 18, Section 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. Section 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation proceedings. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (December 13, 2006). The NLRB will further explain these uses upon request. Failure to supply the information requested by this form may preclude you from litigating issues under 102.66(d) of the Board's Rules and Regulations and may cause the NLRB to refuse to further process a representation case or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

32-RC-175316

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)

YES

NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: _____**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 32
1301 Clay St Ste 300N
Oakland, CA 94612-5224

Agency Website: www.nlrb.gov
Telephone: (510)637-3300
Fax: (510)637-3315



Download
NLRB
Mobile App

May 2, 2016

URGENT

jared.mayhugh@gmail.com

JARED MAYHUGH, PRESIDENT
STAFF WORKERS UNITED 2599
1856 San Clemente St
Fairfield, CA 94533-4022

Re: SEIU-United Healthcare Workers-West/
Good Health Good Jobs California, Joint
Employers
Case 32-RC-175316

Dear Mr. Mayhugh:

The enclosed petition that you filed with the National Labor Relations Board (NLRB) has been assigned the above case number. This letter tells you how to contact the Board agent who will be handling this matter; explains your obligation to provide the originals of the showing of interest; notifies you of a hearing; describes the employer's obligation to post and distribute a Notice of Petition for Election, complete a Statement of Position and provide a voter list; requests that you provide certain information; notifies you of your right to be represented; and discusses some of our procedures including how to submit documents to the NLRB.

Investigator: This petition will be investigated by Field Examiner NICHOLAS L. TSILIAKOS whose telephone number is (510)637-3297. The Board agent will contact you shortly to discuss processing the petition. If you have any questions, please do not hesitate to call the Board agent. If the agent is not available, you may contact Assistant Regional Director CYNTHIA C. RENCE whose telephone number is (510)637-3293. If appropriate, the NLRB attempts to schedule an election either by agreement of the parties or by holding a hearing and then directing an election.

Showing of Interest: If the Showing of Interest you provided in support of your petition was submitted electronically or by fax, the original documents which constitute the Showing of Interest containing handwritten signatures must be delivered to the Regional office within **2 business days**. If the originals are not received within that time the Region will dismiss your petition.

Notice of Hearing: Enclosed is a Notice of Representation Hearing to be conducted at **9:00 a.m. on Tuesday, May 10, 2016, at 1301 Clay Street, Suite 300N, Oakland, CA 94612**, if the parties do not voluntarily agree to an election. If a hearing is necessary, the hearing will run

on consecutive days until concluded unless the regional director concludes that extraordinary circumstances warrant otherwise. Before the hearing begins, we will continue to explore potential areas of agreement with the parties in order to reach an election agreement and to eliminate or limit the costs associated with formal hearings.

Upon request of a party, the regional director may postpone the hearing for up to 2 business days upon a showing of special circumstances and for more than 2 business days upon a showing of extraordinary circumstances. A party desiring a postponement should make the request to the regional director in writing, set forth in detail the grounds for the request, and include the positions of the other parties regarding the postponement. E-Filing the request is preferred, but not required. A copy of the request must be served simultaneously on all the other parties, and that fact must be noted in the request.

Posting and Distribution of Notice: The Employer must post the enclosed Notice of Petition for Election by May 4, 2016, in conspicuous places, including all places where notices to employees are customarily posted. If it customarily communicates with its employees electronically, it must also distribute the notice electronically to them. The Employer must maintain the posting until the petition is dismissed or withdrawn or this notice is replaced by the Notice of Election. Failure to post or distribute the notice may be grounds for setting aside the election if proper and timely objections are filed.

Statement of Position: In accordance with Section 102.63(b) of the Board's Rules, the Employer is required to complete the enclosed Statement of Position form, have it signed by an authorized representative, and file a completed copy with any necessary attachments, with this office and serve it on all parties named in the petition by **noon Pacific Time on May 09, 2016**. The Statement of Position must include a list of the full names, work locations, shifts, and job classifications of all individuals in the proposed unit as of the payroll period preceding the filing of the petition who remain employed at the time of filing. If the Employer contends that the proposed unit is inappropriate, it must separately list the full names, work locations, shifts and job classifications of all individuals that it contends must be added to the proposed unit to make it an appropriate unit. The Employer must also indicate those individuals, if any, whom it believes must be excluded from the proposed unit to make it an appropriate unit.

Voter List: If an election is held in this matter, the Employer must transmit to this office and to the other parties to the election, an alphabetized list of the full names and addresses of all eligible voters, including their shifts, job classifications, work locations, and other contact information including available personal email addresses and available personal home and cellular telephone numbers. Usually, the list must be furnished within 2 business days of the issuance of the Decision and Direction of Election or approval of an election agreement. When feasible, the list must be electronically filed with the Region and served electronically on the other parties. To guard against potential abuse, this list may not be used for purposes other than the representation proceeding, NLRB proceedings arising from it or other related matters.

Under existing NLRB practice, an election is not ordinarily scheduled for a date earlier than 10 days after the date when the Employer must file the voter list with the Regional Office. However, a petitioner and/or union entitled to receive the voter list may waive all or part of the 10-day period by executing Form NLRB-4483, which is available on the NLRB's website or from an NLRB office. A waiver will not be effective unless all parties who are entitled to the voter list agree to waive the same number of days.

Information Needed Now: Please submit to this office, as soon as possible, the following information needed to handle this matter:

- (a) The correct name of the Union as stated in its constitution or bylaws.
- (b) A copy of any existing or recently expired collective-bargaining agreements, and any amendments or extensions, or any recognition agreements covering any employees in the petitioned-for unit.
- (c) If potential voters will need notices or ballots translated into a language other than English, the names of those languages and dialects, if any.
- (d) The name and contact information for any other labor organization (union) claiming to represent or have an interest in any of the employees in the petitioned-for unit and for any employer who may be a joint employer of the employees in the proposed unit. Failure to disclose the existence of an interested party may delay the processing of the petition.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before the NLRB. In view of our policy of processing these cases expeditiously, if you wish to be represented, you should obtain representation promptly. Your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If someone contacts you about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the NLRB. Their knowledge regarding this matter was obtained only through access to information that must be made available to any member of the public under the Freedom of Information Act.

Procedures: Also enclosed is a Description of Procedures in Certification and Decertification Cases (Form NLRB-4812). We strongly urge everyone to submit documents and other materials by E-Filing (not e-mailing) through our website, www.nlr.gov. On all your correspondence regarding the petition, please include the case name and number indicated above.

Information about the NLRB and our customer service standards is available on our website, www.nlr.gov, or from an NLRB office upon your request. We can provide assistance

May 2, 2016

for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "George Velastegui". The signature is written in a cursive, flowing style.

George Velastegui
Regional Director

Enclosures

1. Petition
2. Notice of Petition for Election (Form 5492)
3. Notice of Representation Hearing
4. Description of Procedures in Certification and Decertification Cases (Form 4812)
5. Statement of Position form and Commerce Questionnaire (Form 505)

cc: HUNTER PYLE, UNION COUNSEL
SUNDEEN SALINAS PYLE AND
ASSOCIATES
428 13TH ST. 8TH FLOOR
OAKLAND, CA 94612



National Labor Relations Board



NOTICE OF PETITION FOR ELECTION

This notice is to inform employees that **STAFF WORKERS UNITED 2599** has filed a petition with the National Labor Relations Board (NLRB), a Federal agency, in Case 32-RC-175316 seeking an election to become certified as the representative of the employees of **SERVICE EMPLOYEES INTERNATIONAL UNION-UNITED HEALTHCARE WORKERS - WEST** in the unit set forth below:

Included: All full-time and regular part-time canvassers, screeners, organizers, data entry employees and office clericals employed by Good Health Good Jobs California jointly with SEIU-UHW through their offices located in Oakland, Fresno, Sacramento, Stockton and Commerce, California.

Excluded: Confidential employees, guards, and supervisors as defined in the Act.

This notice also provides you with information about your basic rights under the National Labor Relations Act, the processing of the petition, and rules to keep NLRB elections fair and honest.

YOU HAVE THE RIGHT under Federal Law

- To self-organization
- To form, join, or assist labor organizations
- To bargain collectively through representatives of your own choosing
- To act together for the purposes of collective bargaining or other mutual aid or protection
- To refuse to do any or all of these things unless the union and employer, in a state where such agreements are permitted, enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustments).

PROCESSING THIS PETITION

Elections do not necessarily occur in all cases after a petition is filed. **NO FINAL DECISIONS HAVE BEEN MADE YET** regarding the appropriateness of the proposed unit or whether an election will be held in this matter. If appropriate, the NLRB will first see if the parties will enter into an election agreement that specifies the method, date, time, and location of an election and the unit of employees eligible to vote. If the parties do not enter into an election agreement, usually a hearing is held to receive evidence on the appropriateness of the unit and other issues in dispute. After a hearing, an election may be directed by the NLRB, if appropriate.

IF AN ELECTION IS HELD, it will be conducted by the NLRB by secret ballot and Notices of Election will be posted before the election giving complete details for voting.

ELECTION RULES

The NLRB applies rules that are intended to keep its elections fair and honest and that result in a free choice. If agents of any party act in such a way as to interfere with your right to a free election, the election can be set aside by the NLRB. Where appropriate the NLRB provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with employees' rights and may result in setting aside the election:

- Threatening loss of jobs or benefits by an employer or a union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An employer firing employees to discourage or encourage union activity or a union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time, where attendance is mandatory, within the 24-hour period before the polls for the election first open or, if the election is conducted by mail, from the time and date the ballots are scheduled to be sent out by the Region until the time and date set for their return
- Incitement by either an employer or a union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a union or an employer to influence their votes

Please be assured that IF AN ELECTION IS HELD, every effort will be made to protect your right to a free choice under the law. Improper conduct will not be permitted. All parties are expected to cooperate fully with the NLRB in maintaining basic principles of a fair election as required by law. The NLRB as an agency of the United States Government does not endorse any choice in the election.

For additional information about the processing of petitions, go to www.nlr.gov or contact the NLRB at (510)637-3300.

THIS IS AN OFFICIAL GOVERNMENT NOTICE AND MUST NOT BE DEFACED BY ANYONE. IT MUST REMAIN POSTED WITH ALL PAGES SIMULTANEOUSLY VISIBLE UNTIL REPLACED BY THE NOTICE OF ELECTION OR THE PETITION IS DISMISSED OR WITHDRAWN.



National Labor Relations Board





UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 32



**SERVICE EMPLOYEES INTERNATIONAL UNION-
UNITED HEALTHCARE WORKERS – WEST/GOOD
HEALTH GOOD JOBS CALIFORNIA**

Employers

and

STAFF WORKERS UNITED 2599

Petitioner

Case 32-RC-175316

NOTICE OF REPRESENTATION HEARING

The Petitioner filed the attached petition pursuant to Section 9(c) of the National Labor Relations Act. It appears that a question affecting commerce exists as to whether the employees in the unit described in the petition wish to be represented by a collective-bargaining representative as defined in Section 9(a) of the Act.

YOU ARE HEREBY NOTIFIED that, pursuant to Sections 3(b) and 9(c) of the Act, at 9:00 a.m. on **Tuesday, May 10, 2016**, and on consecutive days thereafter until concluded, at the National Labor Relations Board offices located at 1301 Clay Street, Suite 300N, Oakland, CA 94612, a hearing will be conducted before a hearing officer of the National Labor Relations Board. At the hearing, the parties will have the right to appear in person or otherwise, and give testimony.

YOU ARE FURTHER NOTIFIED that, pursuant to Section 102.63(b) of the Board's Rules and Regulations, SERVICE EMPLOYEES INTERNATIONAL UNION-UNITED HEALTHCARE WORKERS – WEST and GOOD HEALTH GOOD JOBS CALIFORNIA must complete the Statement of Position and file it and all attachments with the Regional Director and serve it on the parties listed on the petition such that it is received by them by no later than **noon** Pacific time on May 09, 2016. The Statement of Position may be E-Filed but, unlike other E-Filed documents, must be filed by noon Pacific on the due date in order to be timely. If an election agreement is signed by all parties and returned to the Regional Office before the due date of the Statement of Position, the Statement of Position is not required to be filed.

Dated: May 2, 2016

George Velastegui
Regional Director
National Labor Relations Board
Region 32
1301 Clay Street, Suite 300N
Oakland, CA 94612-5224

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD**

SERVICE EMPLOYEES INTERNATIONAL UNION-UNITED HEALTHCARE WORKERS - WEST Employer and STAFF WORKERS UNITED 2599 Petitioner	Case 32-RC-175316
--	--------------------------

AFFIDAVIT OF SERVICE OF: Petition dated May 2, 2016, Notice of Representation Hearing dated May 2, 2016, Description of Procedures in Certification and Decertification Cases (Form NLRB-4812), Notice of Petition for Election, and Statement of Position Form (Form NLRB-505).

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on May 2, 2016, I served the above documents by electronic mail and regular mail upon the following persons, addressed to them at the following addresses:

MARY SACRAMENTO
SERVICE EMPLOYEES INTERNATIONAL
UNION-UNITED HEALTHCARE
WORKERS - WEST
560 Thomas L. Berkley Way
Oakland, CA 94612-1602
msacramento@seiu-uhw.org
Fax: (510)763-2680

MARIA RENTERIA, EXECUTIVE DIRECTOR
GOOD HEALTH GOOD JOBS CALIFORNIA
5480 Ferguson Dr
Commerce, CA 90022-5119
mrenteria@ghgj-ca.org
Fax: (323)888-1121

HUNTER PYLE, UNION COUNSEL
SUNDEEN SALINAS PYLE AND
ASSOCIATES
428 13th St. 8th Floor
Oakland, CA 94612
hpyle@ssrplaw.com
Fax: (510)663-9241

JARED MAYHUGH, PRESIDENT
STAFF WORKERS UNITED 2599
1856 San Clemente St
Fairfield, CA 94533-4022
jared.mayhugh@gmail.com

May 2, 2016

Date

NORMA R ALCOBER, Designated Agent of NLRB

Name

/s/ NORMA R ALCOBER

Signature

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

**DESCRIPTION OF REPRESENTATION CASE PROCEDURES
IN CERTIFICATION AND DECERTIFICATION CASES**

The National Labor Relations Act grants employees the right to bargain collectively through representatives of their own choosing and to refrain from such activity. A party may file an RC, RD or RM petition with the National Labor Relations Board (NLRB) to conduct a secret ballot election to determine whether a representative will represent, or continue to represent, a unit of employees. An **RC** petition is generally filed by a union that desires to be certified as the bargaining representative. An **RD** petition is filed by employees who seek to remove the currently recognized union as the bargaining representative. An **RM** petition is filed by an employer who seeks an election because one or more individuals or unions have sought recognition as the bargaining representative, or based on a reasonable belief supported by objective considerations that the currently recognized union has lost its majority status. This form generally describes representation case procedures in RC, RD and RM cases, also referred to as certification and decertification cases.

Right to be Represented – Any party to a case with the NLRB has the right to be represented by an attorney or other representative in any proceeding before the NLRB. A party wishing to have a representative appear on its behalf should have the representative complete a Notice of Appearance (Form NLRB-4701), and E-File it at www.nlr.gov or forward it to the NLRB Regional Office handling the petition as soon as possible.

Filing and Service of Petition – A party filing an RC, RD or RM petition is required to serve a copy of its petition on the parties named in the petition along with this form and the Statement of Position form. The petitioner files the petition with the NLRB, together with (1) a certificate showing service of these documents on the other parties named in the petition, and (2) a showing of interest to support the petition. The showing of interest is not served on the other parties.

Notice of Hearing – After a petition in a certification or decertification case is filed with the NLRB, the NLRB reviews both the petition and the required showing of interest for sufficiency, assigns the petition a case number, and promptly sends letters to the parties notifying them of the Board agent who will be handling the case. In most cases, the letters include a Notice of Representation Hearing. Except in cases presenting unusually complex issues, this pre-election hearing is set for a date 8 days (excluding intervening federal holidays) from the date of service of the notice of hearing. Once the hearing begins, it will continue day to day until completed absent extraordinary circumstances. The Notice of Representation Hearing also sets the due date for filing and serving the Statement(s) of Position. Included with the Notice of Representation Hearing are a copy of the petition, this form, a Statement of Position form, a Notice of Petition for Election, and a letter advising how to contact the Board agent who will be handling the case and discussing those documents.

Hearing Postponement: The regional director may postpone the hearing for up to 2 business days upon request of a party showing special circumstances and for more than 2 business days upon request of a party showing extraordinary circumstances. A party wishing to request a postponement should make the request in writing and set forth in detail the grounds for the request. The request should include the positions of the other parties regarding the postponement. The request should be filed with the regional director. E-Filing the request is preferred, but not required. A copy of the request must be served simultaneously on all the other parties, and that fact must be noted in the request.

Statement of Position Form and List(s) of Employees – The Statement of Position form solicits commerce and other information that will facilitate entry into election agreements or streamline the pre-election hearing if the parties are unable to enter into an election agreement. As part of its Statement of Position form, the employer also provides a list of the full names, work locations, shifts, and job classifications of all individuals in the proposed unit. If the employer contends that the proposed unit is not appropriate, the employer must separately list the same information for all individuals that the employer contends must be added to the proposed unit to make it an appropriate unit, and must further indicate those individuals, if any, whom it believes must be excluded from the proposed unit to make it an appropriate unit. These lists must be alphabetized (overall or by department).

Unless the employer certifies that it does not possess the capacity to produce the lists in the required form, the lists must be in a table in a Microsoft Word file (.doc or .docx) or a file that is compatible with Microsoft Word, the first column of the table must begin with each employee's last name, and the font size of the list

must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. A sample, optional form for the list is provided on the NLRB website at www.nlr.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015.

Ordinarily the Statement of Position must be filed with the Regional Office and served on the other parties such that it is received by them by noon on the business day before the opening of the hearing. The regional director may postpone the due date for filing and serving the Statement of Position for up to 2 business days upon request of a party showing special circumstances and for more than 2 business days upon request of a party showing extraordinary circumstances. The Statement of Position form may be E-Filed but, unlike other E-Filed documents, will not be timely if filed on the due date but after noon in the time zone of the Region where the petition is filed. Consequences for failing to satisfy the Statement of Position requirement are discussed on the following page under the heading "Preclusion."

A request to postpone the hearing will not automatically be treated as a request for an extension of the Statement of Position due date. If a party wishes to request both a postponement of the hearing and a postponement of the Statement of Position due date, the request must make that clear and must specify the reasons that postponements of both are sought.

Posting and Distribution of Notice of Petition for Election – Within 2 business days after service of the notice of hearing, the employer must post the Notice of Petition for Election in conspicuous places, including all places where notices to employees are customarily posted, and must also distribute it electronically if the employer customarily communicates with its employees electronically. The employer must maintain the posting until the petition is dismissed or withdrawn, or the Notice of Petition for Election is replaced by the Notice of Election. The employer's failure properly to post or distribute the Notice of Petition for Election may be grounds for setting aside the election if proper and timely objections are filed.

Election Agreements – Elections can occur either by agreement of the parties or by direction of the regional director or the Board. Three types of agreements are available: (1) a Consent Election Agreement (Form NLRB-651); (2) a Stipulated Election Agreement (Form NLRB-652); and (3) a Full Consent Agreement (Form NLRB-5509). In the Consent Election Agreement and the Stipulated Election Agreement, the parties agree on an appropriate unit and the method, date, time, and place of a secret ballot election that will be conducted by an NLRB agent. In the Consent Agreement, the parties also agree that post-election matters (election objections or determinative challenged ballots) will be resolved with finality by the regional director; whereas in the Stipulated Election Agreement, the parties agree that they may request Board review of the regional director's post-election determinations. A Full Consent Agreement provides that the regional director will make final determinations regarding all pre-election and post-election issues.

Hearing Cancellation Based on Agreement of the Parties – The issuance of the Notice of Representation Hearing does not mean that the matter cannot be resolved by agreement of the parties. On the contrary, the NLRB encourages prompt voluntary adjustments and the Board agent assigned to the case will work with the parties to enter into an election agreement, so the parties can avoid the time and expense of participating in a hearing.

Hearing – A hearing will be held unless the parties enter into an election agreement approved by the regional director or the petition is dismissed or withdrawn.

Purpose of Hearing: The purpose of a pre-election hearing is to determine if a question of representation exists. A question of representation exists if a proper petition has been filed concerning a unit appropriate for the purpose of collective bargaining or, in the case of a decertification petition, concerning a unit in which a labor organization has been certified or is being currently recognized by the employer as the bargaining representative. Disputes concerning individuals' eligibility to vote or inclusion in an appropriate unit ordinarily need not be litigated or resolved before an election is conducted.

Issues at Hearing: Issues that might be litigated at the pre-election hearing include: jurisdiction; labor organization status; bars to elections; unit appropriateness; expanding and contracting unit issues; inclusion of professional employees with nonprofessional employees; and eligibility formulas. At the hearing, the Statement of Position will be received into evidence and, prior to the introduction of further evidence, all other parties will respond on the record to each issue raised in the Statement. The hearing officer will not receive evidence concerning any issue as to which the parties have not taken adverse positions, except for evidence regarding the Board's jurisdiction over the employer and evidence concerning any issue, such as the appropriateness of the proposed unit, as to which the regional director determines that record evidence is necessary.

Preclusion: At the hearing, a party will be precluded from raising any issue, presenting any evidence relating to any issue, cross-examining any witness concerning any issue, and presenting argument concerning any issue that the party failed to raise in its timely Statement of Position or to place in dispute in response to another party's Statement of Position or response, except that no party will be precluded from contesting or presenting evidence relevant to the Board's statutory jurisdiction to process the petition. Nor shall any party be precluded, on the grounds that a voter's eligibility or inclusion was not contested at the pre-election hearing, from challenging the eligibility of any voter during the election. If a party contends that the proposed unit is not appropriate in its Statement of Position but fails to specify the classifications, locations, or other employee groupings that must be added to or excluded from the proposed unit to make it an appropriate unit, the party shall also be precluded from raising any issue as to the appropriateness of the unit, presenting any evidence relating to the appropriateness of the unit, cross examining any witness concerning the appropriateness of the unit, and presenting argument concerning the appropriateness of the unit. As set forth in §102.66(d) of the Board's rules, if the employer fails to timely furnish the lists of employees, the employer will be precluded from contesting the appropriateness of the proposed unit at any time and from contesting the eligibility or inclusion of any individuals at the pre-election hearing, including by presenting evidence or argument, or by cross-examination of witnesses.

Conduct of Hearing: If held, the hearing is usually open to the public and will be conducted by a hearing officer of the NLRB. Any party has the right to appear at any hearing in person, by counsel, or by other representative, to call, examine, and cross-examine witnesses, and to introduce into the record evidence of the significant facts that support the party's contentions and are relevant to the existence of a question of representation. The hearing officer also has the power to call, examine, and cross-examine witnesses and to introduce into the record documentary and other evidence. Witnesses will be examined orally under oath. The rules of evidence prevailing in courts of law or equity shall not be controlling. Parties appearing at any hearing who have or whose witnesses have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.503, and who in order to participate in this hearing need appropriate auxiliary aids, as defined in 29 C.F.R. 100.503, should notify the regional director as soon as possible and request the necessary assistance.

Official Record: An official reporter will make the only official transcript of the proceedings and all citations in briefs or arguments must refer to the official record. (Copies of exhibits should be supplied to the hearing officer and other parties at the time the exhibit is offered in evidence.) All statements made in the hearing room will be recorded by the official reporter while the hearing is on the record. If a party wishes to make off-the-record remarks, requests to make such remarks should be directed to the hearing officer and not to the official reporter. After the close of the hearing, any request for corrections to the record, either by stipulation or motion, should be forwarded to the regional director.

Motions and Objections: All motions must be in writing unless stated orally on the record at the hearing and must briefly state the relief sought and the grounds for the motion. A copy of any motion must be served immediately on the other parties to the proceeding. Motions made during the hearing are filed with the hearing officer. All other motions are filed with the regional director, except that motions made after the transfer of the record to the Board are filed with the Board. If not E-Filed, an original and two copies of written motions shall be filed. Statements of reasons in support of motions or objections should be as concise as possible. Objections shall not be deemed waived by further participation in the hearing. On appropriate request, objections may be permitted to stand to an entire line of questioning. Automatic exceptions will be allowed to all adverse rulings.

Election Details: Prior to the close of the hearing the hearing officer will: (1) solicit the parties' positions (but will not permit litigation) on the type, date(s), time(s), and location(s) of the election and the eligibility period; (2) solicit the name, address, email address, facsimile number, and phone number of the employer's on-site representative to whom the regional director should transmit the Notice of Election if an election is directed; (3) inform the parties that the regional director will issue a decision as soon as practicable and will immediately transmit the document to the parties and their designated representatives by email, facsimile, or by overnight mail (if neither an email address nor facsimile number was provided); and (4) inform the parties of their obligations if the director directs an election and of the time for complying with those obligations.

Oral Argument and Briefs: Upon request, any party is entitled to a reasonable period at the close of the hearing for oral argument, which will be included in the official transcript of the hearing. At any time before the close of the hearing, any party may file a memorandum addressing relevant issues or points of law. Post-hearing briefs shall be filed only upon special permission of the regional director and within the

time and addressing the subjects permitted by the regional director. If filed, copies of the memorandum or brief shall be served on all other parties to the proceeding and a statement of such service shall be filed with the memorandum or brief. No reply brief may be filed except upon special leave of the regional director. If allowed, briefs should be double-spaced on 8½ by 11 inch paper. Briefs must be filed in accordance with the provisions of Section 102.111(b) of the Board's Rules. E-Filing of briefs through the Board's website, www.nlr.gov, is encouraged, but not required. Facsimile transmission of briefs is NOT permitted.

Regional Director Decision - After the hearing, the regional director issues a decision directing an election, dismissing the petition or reopening the hearing. A request for review of the regional director's pre-election decision may be filed with the Board at any time after issuance of the decision until 14 days after a final disposition of the proceeding by the regional director. Accordingly, a party need not file a request for review before the election in order to preserve its right to contest that decision after the election. Instead, a party can wait to see whether the election results have mooted the basis of an appeal. The Board will grant a request for review only where compelling reasons exist therefore.

Voter List – The employer must provide to the regional director and the parties named in the election agreement or direction of election a list of the full names, work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available home and personal cellular ("cell") telephone numbers) of all eligible voters. (In construction industry elections, unless the parties stipulate to the contrary, also eligible to vote are all employees in the unit who either (1) were employed a total of 30 working days or more within the 12 months preceding the election eligibility date or (2) had some employment in the 12 months preceding the election eligibility date and were employed 45 working days or more within the 24 months immediately preceding the election eligibility date. However, employees meeting either of those criteria who were terminated for cause or who quit voluntarily prior to the completion of the last job for which they were employed, are not eligible.) The employer must also include in a separate section of the voter list the same information for those individuals whom the parties have agreed should be permitted to vote subject to challenge or those individuals who, according to the direction of election, will be permitted to vote subject to challenge.

The list of names must be alphabetized (overall or by department) and be in the same Microsoft Word file (or Microsoft Word compatible file) format as the initial lists provided with the Statement of Position form unless the parties agree to a different format or the employer certifies that it does not possess the capacity to produce the list in the required form. When feasible, the list must be filed electronically with the regional director and served electronically on the other parties named in the agreement or direction.

To be timely filed and served, the voter list must be received by the regional director and the parties named in the agreement or direction respectively within 2 business days after the approval of the agreement or issuance of the direction unless a longer time is specified in the agreement or direction. A certificate of service on all parties must be filed with the regional director when the voter list is filed. The employer's failure to file or serve the list within the specified time or in proper format shall be grounds for setting aside the election whenever proper and timely objections are filed. The parties shall not use the list for purposes other than the representation proceeding, Board proceedings arising from it, and related matters.

Waiver of Time to Use Voter List – Under existing NLRB practice, an election is not ordinarily scheduled for a date earlier than 10 days after the date when the employer must file the voter list with the Regional Office. However, the parties entitled to receive the voter list may waive all or part of the 10-day period by executing Form NLRB-4483. A waiver will not be effective unless all parties who are entitled to the list agree to waive the same number of days.

Election – Information about the election, requirements to post and distribute the Notice of Election, and possible proceedings after the election is available from the Regional Office and will be provided to the parties when the Notice of Election is sent to the parties.

Withdrawal or Dismissal – If it is determined that the NLRB does not have jurisdiction or that other criteria for proceeding to an election are not met, the petitioner is offered an opportunity to withdraw the petition. If the petitioner does not withdraw the petition, the regional director will dismiss the petition and advise the petitioner of the reason for the dismissal and of the right to appeal to the Board.

REVIEW THE FOLLOWING IMPORTANT INFORMATION BEFORE FILLING OUT A STATEMENT OF POSITION FORM

Completing and Filing this Form: The Notice of Hearing indicates which parties are responsible for completing the form. If you are required to complete the form, you must have it signed by an authorized representative and file a completed copy (including all attachments) with the RD and serve copies on all parties named in the petition by the date and time established for its submission. If more space is needed for your answers, additional pages may be attached. If you have questions about this form or would like assistance in filling out this form, please contact the Board agent assigned to handle this case. **You may E-File your Statement of Position at www.nlr.gov, but unlike other e-Filed documents, it will *not* be timely if filed on the due date but after noon in the time zone of the Region where the petition was filed.**

Note: *Non-employer parties who complete this Statement of Position are NOT required to complete items 8f and 8g of the form, or to provide a commerce questionnaire or the lists described in item 7. In RM cases, the employer is NOT required to complete items 3, 5, 6, and 8a-8e of the form.*

Required Lists: The employer's Statement of Position must include a list of the full names, work locations, shifts, and job classifications of all individuals in the proposed unit as of the payroll period preceding the filing of the petition who remain employed at the time of filing. If the employer contends that the proposed unit is inappropriate, the employer must separately list the full names, work locations, shifts and job classifications of all individuals that it contends must be added to the proposed unit to make it an appropriate unit. The employer must also indicate those individuals, if any, whom it believes must be excluded from the proposed unit to make it an appropriate unit. These lists must be alphabetized (overall or by department). Unless the employer certifies that it does not possess the capacity to produce the lists in the required form, the lists must be in a table in a Microsoft Word file (.doc or .docx) or a file that is compatible with Microsoft Word, the first column of the table must begin with each employee's last name, and the font size of the list must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. A sample, optional form for the list is provided on the NLRB website at www.nlr.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015.

Consequences of Failure to Supply Information: Failure to supply the information requested by this form may preclude you from litigating issues under 102.66(d) of the Board's Rules and Regulations. Section 102.66(d) provides as follows:

A party shall be precluded from raising any issue, presenting any evidence relating to any issue, cross-examining any witness concerning any issue, and presenting argument concerning any issue that the party failed to raise in its timely Statement of Position or to place in dispute in response to another party's Statement of Position or response, except that no party shall be precluded from contesting or presenting evidence relevant to the Board's statutory jurisdiction to process the petition. Nor shall any party be precluded, on the grounds that a voter's eligibility or inclusion was not contested at the pre-election hearing, from challenging the eligibility of any voter during the election. If a party contends that the proposed unit is not appropriate in its Statement of Position but fails to specify the classifications, locations, or other employee groupings that must be added to or excluded from the proposed unit to make it an appropriate unit, the party shall also be precluded from raising any issue as to the appropriateness of the unit, presenting any evidence relating to the appropriateness of the unit, cross-examining any witness concerning the appropriateness of the unit, and presenting argument concerning the appropriateness of the unit. If the employer fails to timely furnish the lists of employees described in §§102.63(b)(1)(iii), (b)(2)(iii), or (b)(3)(iii), the employer shall be precluded from contesting the appropriateness of the proposed unit at any time and from contesting the eligibility or inclusion of any individuals at the pre-election hearing, including by presenting evidence or argument, or by cross-examination of witnesses.

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
STATEMENT OF POSITION

DO NOT WRITE IN THIS SPACE

Case No. 32-RC-175316	Date Filed May 2, 2016
---------------------------------	----------------------------------

INSTRUCTIONS: Submit this Statement of Position to an NLRB Office in the Region in which the petition was filed and serve it and all attachments on each party named in the petition in this case such that it is received by them by the date and time specified in the notice of hearing.

Note: Non-employer parties who complete this form are NOT required to complete items 8f or 8g below or to provide a commerce questionnaire or the lists described in item 7. In RM cases, the employer is NOT required to respond to items 3, 5, 6, and 8a-8e below.

1a. Full name of party filing Statement of Position		1c. Business Phone:	1e. Fax No.:
1b. Address (Street and number, city, state, and ZIP code)		1d. Cell No.:	1f. e-Mail Address
2. Do you agree that the NLRB has jurisdiction over the Employer in this case? <input type="checkbox"/> Yes <input type="checkbox"/> No (A completed commerce questionnaire (Attachment A) must be submitted by the Employer, regardless of whether jurisdiction is admitted)			
3. Do you agree that the proposed unit is appropriate? <input type="checkbox"/> Yes <input type="checkbox"/> No (If not, answer 3a and 3b)			
a. State the basis for your contention that the proposed unit is not appropriate. (If you contend a classification should be excluded or included briefly explain why, such as shares a community of interest or are supervisors or guards)			
b. State any classifications, locations, or other employee groupings that must be added to or excluded from the proposed unit to make it an appropriate unit.			
Added		Excluded	
4. Other than the individuals in classifications listed in 3b, list any individual(s) whose eligibility to vote you intend to contest at the pre-election hearing in this case and the basis for contesting their eligibility.			
5. Is there a bar to conducting an election in this case? <input type="checkbox"/> Yes <input type="checkbox"/> No If yes, state the basis for your position.			
6. Describe all other issues you intend to raise at the pre-election hearing.			
The employer must provide the following lists which must be alphabetized (overall or by department) in the format specified at www.nlrb.gov/what-we-do/conduct-elections/representation-case-rules-effective-april-14-2015 . A list containing the full names, work locations, shifts and job classification of all individuals in the proposed unit as of the payroll period immediately preceding the filing of the petition who remain employed as of the date of the filing of the petition. (Attachment B) If the employer contends that the proposed unit is inappropriate the employer must provide (1) a separate list containing the full names, work locations, shifts and job classifications of all individuals that it contends must be added to the proposed unit, if any to make it an appropriate unit, (Attachment C) and (2) a list containing the full names of any individuals it contends must be excluded from the proposed unit to make it an appropriate unit. (Attachment D)			
State your position with respect to the details of any election that may be conducted in this matter. 8a. Type: <input type="checkbox"/> Manual <input type="checkbox"/> Mail <input type="checkbox"/> Mixed Manual/Mail			
8b. Date(s)	8c. Time(s)	8d. Location(s)	
8e. Eligibility Period (e.g. special eligibility formula)	8f. Last Payroll Period Ending Date	8g. Length of payroll period <input type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input type="checkbox"/> Other (specify length)	
9. Representative who will accept service of all papers for purposes of the representation proceeding			
9a. Full name and title of authorized representative		9b. Signature of authorized representative	9c. Date
9d. Address (Street and number, city, state, and ZIP code)			9e. e-Mail Address
9f. Business Phone No.:		9g. Fax No.	9h. Cell No.

WILLFUL FALSE STATEMENTS ON THIS STATEMENT OF POSITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. Code, Title 18, Section 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. Section 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation proceedings. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (December 13, 2006). The NLRB will further explain these uses upon request. Failure to supply the information requested by this form may preclude you from litigating issues under 102.66(d) of the Board's Rules and Regulations and may cause the NLRB to refuse to further process a representation case or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

32-RC-175316

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: _____**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

From: [Alcober, Norma R.](#)
To: "(b) (6), (b) (7)"; "(b) (6), (b) (7)"
Subject: New Hearing Schedule for Newly Hired Peition, SEIU-UHW/Good Health Good Jobs California, 32-RC-175316
Date: Tuesday, May 3, 2016 12:20:00 PM

Good Morning,

Please add on your calendar for May 10, 2016, 9:00 a.m. at Oakland, CA, SEIU-UHW/Good Health Good Jobs California, 32-RC-175316.

Thank you

Norma Alcober
Secretary to the Assistant Regional Director
National Labor Relations Board, Region 32

From: [Tsiliacos, Nicholas L.](#)
To: ["hpyle@ssrplaw.com"](mailto:hpyle@ssrplaw.com)
Subject: SEIU-UHW Good health good jobs California 32-RC-175316
Date: Tuesday, May 3, 2016 1:18:00 PM

Good morning, Mr. Pyle:

In regards to the above case, may I speak directly with Mr. Mayhugh. I have some preliminary questions.

Nick

Nicholas L. Tsiliacos
Board agent
Region 32
NLRB
510.637.3297

From: [Tsiliacos, Nicholas L.](#)
To: ["mrenteria@ghj-ca.org"](mailto:mrenteria@ghj-ca.org)
Subject: SEIU-UHW Good health good jobs California 32-RC-175316
Date: Tuesday, May 3, 2016 1:23:00 PM

Good morning Ms. Renteria

I am the Board agent assigned to this case. As a introductory matter, will I be dealing with you or the Employer's attorney? I have some preliminary questions to ask. Thank you.

Nick

Nicholas L. Tsiliacos
Board agent
Region 32
NLRB
510.637.3297

From: [Tsiliacos, Nicholas L.](mailto:Tsiliacos.Nicholas.L)
To: ["hpyle@ssrplaw.com"](mailto:hpyle@ssrplaw.com)
Subject: SEIU-UHW Good health good jobs California 32-RC-175316
Date: Tuesday, May 3, 2016 3:01:00 PM

Good morning Mr. Pyle:

Since my last email, I have spoken with Mr. Bruce Harland, the attorney for SEIU -UHW and Good Health Good Jobs California. He informed me of your conversation with him. My understanding of the conversation is that if the petitioner insists that the entities are joint employers, SEIU-UHW will go to hearing, which is now set for May 10. The burden of establishing joint employer is the petitioner's. On the other hand, if the petitioner limits this matter to GHGJ, he could enter into a stipulated election agreement, and even offered that the Employer would voluntarily recognize the unit with a card check, thus saving even the time and resources for conducting an election. Harland told me that you are to speak with the petitioner and get back with Harland by Friday. That does not leave much time before the hearing. I ask that you notify Harland and myself sooner so that if a stipulated agreement can be agreed upon, there will be sufficient time to cancel the hearing, and, if the petitioner maintains joint employer, all parties will know to prepare for the hearing.

Sincerely,

Nick

Nicholas L. Tsiliacos
Board agent
Region 32
NLRB
510.637.3297

From: [Tsiliacos, Nicholas L.](#)
To: ["jared.mayhugh@gmail.com"](mailto:jared.mayhugh@gmail.com)
Subject: SEIU-UHW Good health good jobs California 32-RC-175316
Date: Tuesday, May 3, 2016 5:18:00 PM

Good afternoon, Jared

Please contact Mr. Pyle today for the latest information. I cannot discuss this matter with you without his expressed permission.

Sincerely,

Nick

Nicholas L. Tsiliacos
Board agent
Region 32
NLRB
510.637.3297

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

STAFF WORKERS UNITED 2599, Petitioner, and SERVICE EMPLOYEES INTERNATIONAL UNION- UNITED HEALTHCARE WORKERS – WEST/GOOD HEALTH GOOD JOBS CALIFORNIA, Employers.

CASE 32-RC-175316

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____
SERVICE EMPLOYEES INTERNATIONAL UNION, UNITED HEALTHCARE WORKERS-WEST

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☐ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: Bruce A. Harland	
MAILING ADDRESS: 1001 Marina Village Parkway, Suite 200, Alameda, CA 94501	
E-MAIL ADDRESS: bharland@unioncounsel.net	
OFFICE TELEPHONE NUMBER: (510) 337-1001	
CELL PHONE NUMBER:	FAX: (510) 337-1023
SIGNATURE: /s/ Bruce A. Harland	
DATE: (Please sign in ink.) May 3, 2016	

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

STAFF WORKERS UNITED 2599,

Petitioner,

and

SERVICE EMPLOYEES INTERNATIONAL UNION-
UNITED HEALTHCARE WORKERS – WEST/GOOD
HEALTH GOOD JOBS CALIFORNIA,

Employers.

CASE 32-RC-175316

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____

SERVICE EMPLOYEES INTERNATIONAL UNION, UNITED HEALTHCARE WORKERS-WEST

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☐ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: Bruce A. Harland

MAILING ADDRESS: 1001 Marina Village Parkway, Suite 200, Alameda, CA 94501

E-MAIL ADDRESS: bharland@unioncounsel.net

OFFICE TELEPHONE NUMBER: (510) 337-1001

CELL PHONE NUMBER: _____ FAX: (510) 337-1023

SIGNATURE: /s/ Patricia A. Davis

DATE: (Please sign in ink.) May 3, 2016

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

NATIONAL LABOR RELATIONS BOARD

CORRECTED NOTICE OF APPEARANCE

STAFF WORKERS UNITED 2599, Petitioner, and SERVICE EMPLOYEES INTERNATIONAL UNION- UNITED HEALTHCARE WORKERS – WEST/GOOD HEALTH GOOD JOBS CALIFORNIA, Employers.

CASE 32-RC-175316

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

☐ GENERAL COUNSEL
NATIONAL LABOR RELATIONS BOARD
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF _____
SERVICE EMPLOYEES INTERNATIONAL UNION, UNITED HEALTHCARE WORKERS-WEST

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☐ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: <u>Bruce A. Harland</u>	
MAILING ADDRESS: <u>1001 Marina Village Parkway, Suite 200, Alameda, CA 94501</u>	
E-MAIL ADDRESS: <u>bharland@unioncounsel.net</u>	
OFFICE TELEPHONE NUMBER: <u>(510) 337-1001</u>	
CELL PHONE NUMBER: _____	FAX: <u>(510) 337-1023</u>
SIGNATURE: <u>/s/ Patricia A. Davis</u>	
DATE: <u>(Please sign in ink.) May 4, 2016</u>	

¹ IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

From: [Tsiliacos, Nicholas L.](#)
To: ["Hunter Pyle"](#)
Subject: FW: SEIU-UHW Good health good jobs California 32-RC-175316
Date: Wednesday, May 4, 2016 7:19:00 PM

Mr. Pyle,

The Region wants the information I requested by 10:00 a.m. tomorrow morning. As I mentioned, its needed to help us in determining the best course of action the Region will in this case.

Regards,

Nick

Nicholas L. Tsiliacos
Board agent
Region 32
NLRB
510.637.3297

From: Tsiliacos, Nicholas L.
Sent: Tuesday, May 03, 2016 4:01 PM
To: 'hpyle@ssrplaw.com' <hpyle@ssrplaw.com>
Subject: SEIU-UHW Good health good jobs California 32-RC-175316

Good afternoon, Mr. Pyle

To help us in determining the best course of action in this care, please let me know the following: What are the office (location) addresses of the petitioned unit? How many of the employees of the petitioned unit are assigned to each office? Does the petitioned unit work **at** or **from** their assigned offices. For example, though assigned an office, do canvassers, screeners and organizers work out of their homes? Do the data entry employees and clericals work at their assigned offices?

Nick

Nicholas L. Tsiliacos
Board agent
Region 32
NLRB
510.637.3297

From: [Bruce Harland](#)
To: [Tsiliacos, Nicholas L.](#)
Subject: Re: Good Health Good Jobs 32-RC-175316
Date: Thursday, May 5, 2016 12:09:05 PM

Trying to get you information today.

Bruce

On May 4, 2016, at 4:24 PM, Tsiliacos, Nicholas L.

<Nicholas.Tsiliacos@nlrb.gov<<mailto:Nicholas.Tsiliacos@nlrb.gov>>> wrote:

Bruce

Any ETA on getting me the following info I had requested. What are the office (location) addresses of the petitioned unit? How many of the employees of the petitioned unit are assigned to each office? Does the petitioned unit work at or from their assigned offices. For example, though assigned an office, do canvassers, screeners and organizers work out of their homes? Do the data entry employees and clericals work at their assigned offices or at home? Break it down by location. Thanks.

Nick

From: [Tsiliacos, Nicholas L.](#)
To: ["hpyle@ssrplaw.com"](mailto:hpyle@ssrplaw.com)
Subject: RE: SEIU-UHW Good health good jobs California 32-RC-175316
Date: Wednesday, May 4, 2016 8:21:00 PM

Hunter,

Does the Union intend to pursue the joint employer issue at a hearing?

Nick

From: Tsiliacos, Nicholas L.
Sent: Tuesday, May 03, 2016 12:02 PM
To: 'hpyle@ssrplaw.com' <hpyle@ssrplaw.com>
Subject: SEIU-UHW Good health good jobs California 32-RC-175316

Good morning Mr. Pyle:

Since my last email, I have spoken with Mr. Bruce Harland, the attorney for SEIU -UHW and Good Health Good Jobs California. He informed me of your conversation with him. My understanding of the conversation is that if the petitioner insists that the entities are joint employers, SEIU-UHW will go to hearing, which is now set for May 10. The burden of establishing joint employer is the petitioner's. On the other hand, if the petitioner limits this matter to GHGJ, he could enter into a stipulated election agreement, and even offered that the Employer would voluntarily recognize the unit with a card check, thus saving even the time and resources for conducting an election. Harland told me that you are to speak with the petitioner and get back with Harland by Friday. That does not leave much time before the hearing. I ask that you notify Harland and myself sooner so that if a stipulated agreement can be agreed upon, there will be sufficient time to cancel the hearing, and, if the petitioner maintains joint employer, all parties will know to prepare for the hearing.

Sincerely,

Nick

Nicholas L. Tsiliacos
Board agent
Region 32
NLRB
510.637.3297

From: Tsiliacos, Nicholas L. [mailto:Nicholas.Tsiliacos@nlrb.gov]
Sent: Thursday, May 05, 2016 10:58 AM
To: Hunter Pyle
Subject: RE: SEIU-UHW Good health good jobs California 32-RC-175316

Ok, Hunter, this will confirm our conversation. The petitioner has until 9:00 a.m., Friday, May 6, 2016, to provide the information requested by the Region. Failure to do so will result in the recommendation to the Regional Director that the petition be dismissed for lack of cooperation.

Hunter, If it appears to you that the information cannot be provided by 9:00 a.m., please consider sending the Region a withdrawal request by 9:00 a.m.

Nick

P.S. I do hope your discussions with the employers in trying to resolve this situation will be fruitful.

Nicholas L. Tsiliacos
Board agent
Region 32
NLRB
510.637.3297

From: Hunter Pyle [mailto:hpyle@ssrplaw.com]
Sent: Thursday, May 05, 2016 10:01 AM
To: Tsiliacos, Nicholas L. <Nicholas.Tsiliacos@nlrb.gov>
Cc: Jared Mayhugh <jared.mayhugh@gmail.com>
Subject: RE: SEIU-UHW Good health good jobs California 32-RC-175316

Nick,

I am trying to work with you on this, but if you enforce this deadline our position will be that it is not reasonable under the circumstances. Mr. Mayhugh is extremely busy with work at the moment. Nevertheless, he is trying to gather the information that you have requested.

Additionally, as you are aware we are working with the employer to try to resolve this situation. We expect to figure that out by tomorrow at noon.

For all of these reasons, I renew my request that you extend the deadline to Monday at noon.

Hunter

From: Tsiliacos, Nicholas L. [mailto:Nicholas.Tsiliacos@nlrb.gov]
Sent: Thursday, May 05, 2016 9:14 AM
To: Hunter Pyle
Subject: RE: SEIU-UHW Good health good jobs California 32-RC-175316

From: [Tsiliacos, Nicholas L.](#)
To: ["Hunter Pyle"](#)
Subject: RE: SEIU-UHW Good health good jobs California 32-RC-175316
Date: Thursday, May 5, 2016 11:22:00 AM

Hunter,
I'll speak with the Regional Director, but, in the meantime, does the Union intend to pursue the joint employer issue at a hearing?
Nick

From: Hunter Pyle [mailto:hpyle@ssrplaw.com]
Sent: Thursday, May 05, 2016 7:11 AM
To: Tsiliacos, Nicholas L. <Nicholas.Tsiliacos@nrlb.gov>
Cc: Jared Mayhugh <jared.mayhugh@gmail.com>
Subject: Re: SEIU-UHW Good health good jobs California 32-RC-175316

Nick,

We are working on getting you this information. However, my client is extremely busy at work. Can you give us a few more days?

Thanks,

Hunter

On Tuesday, May 3, 2016, Hunter Pyle <hpyle@ssrplaw.com> wrote:

Yes. Thanks.

From: Tsiliacos, Nicholas L. [mailto:Nicholas.Tsiliacos@nrlb.gov]
Sent: Tuesday, May 03, 2016 4:07 PM
To: Hunter Pyle
Subject: RE: SEIU-UHW Good health good jobs California 32-RC-175316

Hi, Hunter

Does that go for my earlier email to you today as well?

Nick

From: Hunter Pyle [<mailto:hpyle@ssrplaw.com>]
Sent: Tuesday, May 03, 2016 4:01 PM
To: Tsiliacos, Nicholas L. <Nicholas.Tsiliacos@nrlb.gov>
Subject: RE: SEIU-UHW Good health good jobs California 32-RC-175316

Nick,

Thanks for the email. I will discuss with my client and get back to you shortly.

Hunter

From: Tsiliacos, Nicholas L. [mailto:Nicholas.Tsiliacos@nrb.gov]
Sent: Tuesday, May 03, 2016 4:00 PM
To: hpyle@ssrplaw.com
Subject: SEIU-UHW Good health good jobs California 32-RC-175316

Good afternoon, Mr. Pyle

To help us in determining the best course of action in this case, please let me know the following: What are the office (location) addresses of the petitioned unit? How many of the employees of the petitioned unit are assigned to each office? Does the petitioned unit work **at** or **from** their assigned offices. For example, though assigned an office, do canvassers, screeners and organizers work out of their homes? Do the data entry employees and clericals work at their assigned offices?

Nick

Nicholas L. Tsiliacos
Board agent
Region 32
NLRB
510.637.3297

--

Regards,

Hunter Pyle
Sundeen Salinas & Pyle
428 13th Street, 8th Floor
Oakland, CA 94612

v: 510/663-9240
f: 510/663-9241

From: [Hunter Pyle](#)
To: [Tsiliacos, Nicholas L.](#)
Cc: [Jared Mayhugh](#)
Subject: RE: SEIU-UHW Good health good jobs California 32-RC-175316
Date: Thursday, May 5, 2016 1:00:39 PM

Nick,

I am trying to work with you on this, but if you enforce this deadline our position will be that it is not reasonable under the circumstances. Mr. Mayhugh is extremely busy with work at the moment. Nevertheless, he is trying to gather the information that you have requested.

Additionally, as you are aware we are working with the employer to try to resolve this situation. We expect to figure that out by tomorrow at noon.

For all of these reasons, I renew my request that you extend the deadline to Monday at noon.

Hunter

From: Tsiliacos, Nicholas L. [mailto:Nicholas.Tsiliacos@nrlb.gov]
Sent: Thursday, May 05, 2016 9:14 AM
To: Hunter Pyle
Subject: RE: SEIU-UHW Good health good jobs California 32-RC-175316

Good morning, Hunter:

Section 11012.1 of the Case Handling Manual Part 2 for Representational Proceedings states that: "Petitioners will be expected to provide the fullest cooperation and flexibility in connection with processing of their petitions. Failure of petitioners to make available necessary facts that are in their possession may result in prompt dismissal."

I have spoken with the Assistant Regional Director regarding your request. Accordingly, the Petitioner has until 2:00 p.m. today to provide the information requested by the Region. Failure to do so will result in my recommendation to the Regional Director that the petition be dismissed for lack of cooperation. In the alternative, the Petitioner may request withdrawal of the petition (without prejudice), and re-file when the Petitioner is not extremely busy, and can deal with the petition in a timely manner.

Nick

Nicholas L. Tsiliacos
Board agent
Region 32
NLRB
510.637.3297

From: Hunter Pyle [<mailto:hpyle@ssrplaw.com>]
Sent: Thursday, May 05, 2016 7:11 AM
To: Tsiliacos, Nicholas L. <Nicholas.Tsiliacos@nrlb.gov>

Cc: Jared Mayhugh <jared.mayhugh@gmail.com>

Subject: Re: SEIU-UHW Good health good jobs California 32-RC-175316

Nick,

We are working on getting you this information. However, my client is extremely busy at work. Can you give us a few more days?

Thanks,

Hunter

On Tuesday, May 3, 2016, Hunter Pyle <hpyle@ssrplaw.com> wrote:

Yes. Thanks.

From: Tsiliacos, Nicholas L. [mailto:Nicholas.Tsiliacos@nrlb.gov]
Sent: Tuesday, May 03, 2016 4:07 PM
To: Hunter Pyle
Subject: RE: SEIU-UHW Good health good jobs California 32-RC-175316

Hi, Hunter

Does that go for my earlier email to you today as well?

Nick

From: Hunter Pyle [mailto:hpyle@ssrplaw.com]
Sent: Tuesday, May 03, 2016 4:01 PM
To: Tsiliacos, Nicholas L. <Nicholas.Tsiliacos@nrlb.gov>
Subject: RE: SEIU-UHW Good health good jobs California 32-RC-175316

Nick,

Thanks for the email. I will discuss with my client and get back to you shortly.

Hunter

From: Tsiliacos, Nicholas L. [mailto:Nicholas.Tsiliacos@nrlb.gov]
Sent: Tuesday, May 03, 2016 4:00 PM
To: hpyle@ssrplaw.com
Subject: SEIU-UHW Good health good jobs California 32-RC-175316

Good afternoon, Mr. Pyle

To help us in determining the best course of action in this case, please let me know the following: What are the office (location) addresses of the petitioned unit? How many of the employees of the petitioned unit are assigned to each office? Does the petitioned unit work **at** or **from** their assigned offices. For example, though assigned an office, do canvassers, screeners and organizers work out of their homes? Do the data entry employees and clericals work at their assigned offices?

Nick

Nicholas L. Tsiliacos
Board agent
Region 32
NLRB
510.637.3297

--

Regards,

Hunter Pyle
Sundeen Salinas & Pyle
428 13th Street, 8th Floor
Oakland, CA 94612

v: 510/663-9240

f: 510/663-9241

From: [Hunter Pyle](#)
To: [Tsiliacos, Nicholas L.](#)
Subject: Fwd: SWU Organizing.pdf
Date: Friday, May 6, 2016 11:15:30 AM
Attachments: [SWU Organizing.pdf](#)

----- Forwarded message -----

From: **Jared Mayhugh** <jared.mayhugh@gmail.com>
Date: Thursday, May 5, 2016
Subject: SWU Organizing.pdf
To: Hunter Pyle <hpyle@ssrplaw.com>

let me know if this is good enough.. We are working to gather more growth. The (b) (6), (b) (7)(C) were notified today that they will be (b) (6), (b) (7)(C). I just got this information this afternoon that they plan to (b) (6), (b) (7)(C).

--

Regards,

Hunter Pyle
Sundeen Salinas & Pyle
428 13th Street, 8th Floor
Oakland, CA 94612

v: 510/663-9240

f: 510/663-9241

NAMES	CLASSIFICATI	DATE RECIEV	RECIEVED	AREA
(b) (6), (b) (7)(C)	Organizer	(b) (6), (b) (7) (C)	2016 Yes	LA
	Organizer		2016 Yes	FRS
	Organizer		2016 Yes	LA
	Organizer		2016 Yes	LA
	Organizer		2016 Yes	SAC
	Oit (canvas)		2016 Yes	LA
	Oit (canvas)		2016 Yes	LA
	Organizer		2017 Yes	SAC
	Organizer		2016 Yes	SAC
	Canvasser/Scre		2016 Yes	LA
	Canvasser/Scre		2016 Yes	LA
	Canvasser/Scre		2016 Yes	LA
	Canvasser/Scre		2017 Yes	LA
	Canvasser/Scre		2016 Yes	SAC
	Canvasser/Scre		2017 Yes	SAC
	Canvasser/Scre		2016 Yes	SAC
	Canvasser/Scre		2016 Yes	SAC
	Canvasser/Scre	NA	NO	SAC
	Canvasser/Scre	NA	NO	SAC
	Canvasser/Scre	NA	NO	FRS
	Office Manager/	NA	NO	SAC
	Data		2016 Yes	FRS
	Canvasser/Scre	NA	NO	LA

From: [Tsiliacos, Nicholas L.](#)
To: ["Hunter Pyle"](#)
Subject: RE: SWU Organizing.pdf
Date: Friday, May 6, 2016 1:33:00 PM

Hi Hunter

You got a reprieve until noon today to let me know whether the Petitioner is maintaining its position that the two entities are joint employers. There will be no further extensions, however. Not having the info by noon, I will have to recommend the petition for dismissal, absent the petitioner's request to withdraw the petition by that same time (to be re-filed later).

Nick

From: Tsiliacos, Nicholas L.
Sent: Friday, May 06, 2016 8:46 AM
To: 'Hunter Pyle' <hpyle@ssrplaw.com>
Subject: FW: SWU Organizing.pdf

Hunter

ARD Rence tells me that you must absolutely inform me by 9:00 a.m. whether the Petitioner is maintaining its position that the two entities are joint employers.

Nick

From: Tsiliacos, Nicholas L.
Sent: Friday, May 06, 2016 8:30 AM
To: 'Hunter Pyle' <hpyle@ssrplaw.com>
Subject: RE: SWU Organizing.pdf

Hi, Hunter

There are still two sets of questions that remain. One: Is the Petitioner maintaining its position that the two entities are joint employers?

Two: Do the canvassers and organizers work from their assigned offices or from their homes. How often do they report to the office? Do the data employees work from their offices? The way things are going, I need the answers by 9:00 a.m.

Nick

P.S. What does the designation "received" mean? "Date received"?

Nick



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 32
1301 Clay St Ste 300N
Oakland, CA 94612-5224

Agency Website: www.nlr.gov
Telephone: (510)637-3300
Fax: (510)637-3315

May 6, 2016

HUNTER PYLE, UNION COUNSEL
SUNDEEN SALINAS PYLE AND ASSOCIATES
428 13TH ST. 8TH FLOOR
OAKLAND, CA 94612

Re: SEIU-United Healthcare Workers-West/
Good Health Good Jobs California, Joint
Employers
Case 32-RC-175316

Dear Mr. Pyle:

The above-captioned case, petitioning for an investigation and determination of representative under Section 9(c) of the National Labor Relations Act, has been carefully investigated and considered.

Decision to Dismiss: As a result of the investigation, I find that further proceedings are unwarranted. During the investigation of this petition the Petitioner was repeatedly asked to cooperate in the investigation of the petition by providing information regarding the work locations and work arrangements for employees in the proposed bargaining unit, and the Petitioner has not provided the requested information regarding work arrangements. The Petitioner was also repeatedly asked whether they would pursue the joint employer issue, and the Petitioner has failed to cooperate by providing a response to the Region. Accordingly, I am dismissing the petition in this matter for failure to fully cooperate in the investigation in a timely manner.

Right to Request Review: Pursuant to Section 102.67 of the National Labor Relations Board's Rules and Regulations, you may obtain a review of this action by filing a request with the Executive Secretary, National Labor Relations Board, 1015 Half Street SE, Washington, DC 20570-0001. The request for review must contain a complete statement of the facts and reasons on which it is based.

Procedures for Filing Request for Review: A request for review must be received by the Executive Secretary of the Board in Washington, DC, by close of business (**5 p.m. Eastern Time**) on May 20, 2016, unless filed electronically. If filed electronically, it will be considered timely if the transmission of the entire document through the Agency's website is **accomplished by no later than 11:59 p.m. Eastern Time** on May 20, 2016.

Consistent with the Agency's E-Government initiative, parties are encouraged, but not required, to file a request for review electronically. Section 102.114 of the Board's Rules do not permit a request for review to be filed by facsimile transmission. A copy of the request

for review must be served on each of the other parties to the proceeding, as well as on the undersigned, in accordance with the requirements of the Board's Rules and Regulations.

Filing a request for review electronically may be accomplished by using the Efiling system on the Agency's website at www.nlr.gov. Once the website is accessed, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. The responsibility for the receipt of the request for review rests exclusively with the sender. A failure to timely file the request for review will not be excused on the basis that the transmission could not be accomplished because the Agency's website was off line or unavailable for some other reason, absent a determination of technical failure of the site, with notice of such posted on the website.

Upon good cause shown, the Board may grant special permission for a longer period within which to file a request for review. A request for extension of time, which may also be filed electronically, should be submitted to the Executive Secretary in Washington, and a copy of such request for extension of time should be submitted to the Regional Director and to each of the other parties to this proceeding. A request for an extension of time must include a statement that a copy has been served on the Regional Director and on each of the other parties to this proceeding in the same manner or a faster manner as that utilized in filing the request with the Board.

Very truly yours,


George Velastegui
Regional Director

cc: Office of the Executive Secretary (by e-mail)

MARY SACRAMENTO
SERVICE EMPLOYEES INTERNATIONAL
UNION-UNITED HEALTHCARE WORKERS -
WEST
560 THOMAS L. BERKLEY WAY
OAKLAND, CA 94612-1602

BRUCE A. HARLAND, ESQ.
WEINBERG, ROGER & ROSENFELD
1001 MARINA VILLAGE PKWY
SUITE 200
ALAMEDA, CA 94501-6430

MARIA RENTERIA, EXECUTIVE DIRECTOR
GOOD HEALTH GOOD JOBS CALIFORNIA
5480 FERGUSON DR
COMMERCE, CA 90022-5119

PATRICIA A DAVIS, ESQ.
WEINBERG ROGER & ROSENFELD
1001 MARINA VILLAGE PKWY STE 200
ALAMEDA, CA 94501-6480

JARED MAYHUGH, PRESIDENT
STAFF WORKERS UNITED 2599
1856 SAN CLEMENTE ST
FAIRFIELD, CA 94533-4022

From: [Tsiliacos, Nicholas L.](#)
To: ["Hunter Pyle"](#)
Subject: RE: SEIU-UHW Good health good jobs California 32-RC-175316
Date: Monday, May 16, 2016 6:00:00 PM

Hello, Hunter

If you go our Website, you will see that the incorrectly posted "Request To Proceed With Related Representation" Case which contained the email "is not available at this time".

Nick

From: Tsiliacos, Nicholas L.
Sent: Monday, May 16, 2016 11:34 AM
To: 'Hunter Pyle' <hpyle@ssrplaw.com>
Subject: RE: SEIU-UHW Good health good jobs California 32-RC-175316

Hello, Hunter

The email was placed on the website by mistake, a mistake that I made and that I am solely responsible. Action has been immediately taken to see that it is removed. I will follow up to make sure its removal has been accomplished. I used the incorrect documentation code when uploading the email into our internal system, which designated it a public document and so was automatically placed on the website. It was never a public document. The email should never have been placed on the website. Thank you for pointing out the error.

Please accept my apology.

Nick

From: Hunter Pyle [<mailto:hpyle@ssrplaw.com>]
Sent: Monday, May 16, 2016 10:57 AM
To: Tsiliacos, Nicholas L. <Nicholas.Tsiliacos@nlrb.gov>
Subject: RE: SEIU-UHW Good health good jobs California 32-RC-175316

Nick,

I was surprised that your email with ARD Rence regarding me and this case are published on the NLRB website.

Can you let me know where I can find a copy of the Board's policies regarding publishing that sort of information?

Thank you,

Hunter